

# **NATIONAL SURVEY OF COUNSELING CENTER DIRECTORS 2000**

**ROBERT P. GALLAGHER  
UNIVERSITY OF PITTSBURGH  
334 WILLIAM PITT UNION  
PITTSBURGH, PA 15260**

**ANNE M. GILL  
HELEN BITTMANN SYSKO  
GRADUATE RESEARCH ASSISTANTS**

**INTERNATIONAL ASSOCIATION OF COUNSELING SERVICES, INC.**

**Copies of this monograph may be ordered directly from the International Association of Counseling Services, 101 South Whiting Street, Suite 211, Alexandria, VA 22304. The cost of the monograph is \$10. All orders must include payment.**

**NATIONAL SURVEY  
OF  
COUNSELING CENTER DIRECTORS  
2000**

**ROBERT P. GALLAGHER  
UNIVERSITY OF PITTSBURGH  
334 WILLIAM PITT UNION  
PITTSBURGH, PA 15260**

**ANNE M. GILL  
HELEN BITTMANN SYSKO**

**SERIES NUMBER 8 J**

**International Association of Counseling Services, Inc.  
An Accrediting Association**

**101 South Whiting Street, Suite 211, Alexandria, VA 22304  
Phone: (703) 823-9840  
Fax: (703) 823-9843**

## **IACS MONOGRAPH SERIES**

**The publisher of this monograph is the International Association of Counseling Services (IACS).**

**As the accrediting agency for counseling centers in a wide variety of settings, the primary objective for the Association is the maintenance of quality service delivery. The basic purposes of the Association are to encourage and aid counseling centers and agencies to meet high professional standards, to inform the public about those that are competent and reliable, and to foster communication among the centers and agencies.**

**Titles in The Professional Series are selected to meet the needs of IACS members.**

**Steve Sena, Series Editor**

## TABLE OF CONTENTS

I.	Overview _____	i
II.	Survey Highlights _____	1
III.	Summary Data _____	4
IV.	Appendices _____	17
	A. Ethical Dilemmas _____	17
	B. Salary Data - New Hires _____	20
	C. Salary Data - Present Staff _____	22
	D. Reasons for the Increase in Serious Psychological Problems _____	27
	E. Innovative Programs _____	28
	F. Responses to Suicide Related Incidents and Helpful Resources _____	31
	G. List of Recommended Self-Help Books _____	32
V.	Alphabetized Listing of Participants with Codes _____	34
VI.	Alphabetized Listing of Schools with Codes _____	36

## **OVERVIEW**

The National Survey of Counseling Center Directors has been conducted since 1981 and includes data provided by the administrative heads of college and university counseling centers in the United States and Canada. It began as a project of the Urban Task Force of the Association of University College Counseling Center Directors, and is now a joint endeavor of AAUCD and the International Association of Counseling Services.

The survey attempts to stay abreast of current trends in counseling centers and to provide counseling center directors with ready access to the opinions and solutions of colleagues to problems and challenges in the field. The areas addressed cover a range of concerns including budget trends, current concerns, innovative programming, and a number of other administrative, ethical, and clinical issues.

Responses to certain items are coded, allowing opportunity for directors to contact colleges for further information on programs or initiatives that they have undertaken. A directory of all participants is provided to assist with these networking opportunities.

The 2000 survey includes data provided by directors from 286 counseling centers, representing institutions from 47 states, Washington D.C., and 4 provinces.

### SURVEY HIGHLIGHTS

- In 1999-2000, 15% of centers charged a fee for personal counseling, 3.5% collected third party payments, and 118 centers were fully or partially supported by a mandatory fee. (Items 1, 2, & 3)
- 86% of centers had an increase in their salary budget, 2/3 of these increased 3% or less. 93 centers (32.7%) reported an increase in their other costs budget, which is down 3.5% since 1999. (Item 5)
- 21.1% of centers gained new professional staff positions (up 8.77% since 1996) and 8.1% lost professional staff positions (down 10.8 since 1996). (Items 6 & 7)
- 18.5% of centers had records subpoenaed in the past year (down 4.9% since 1999). (Item 8)
- 3 centers had lawsuits brought against them. Examples are provided. (Item 10)
- The percentage of centers (38.9%) that reported legal or ethical dilemmas dropped slightly (1.4%) since 1999. Examples are provided in Appendix A and could provide a good staff development exercise. (Item 11)
- Type of paid benefits for center staff are available according to position, including amount of conference money available per person. (Item 12)
- 52.4% of the centers expect staff to make a report on conferences attended. (Item 13)
- Pre-Doctoral interns from 31.7% of centers received the same vacation benefits as staff; 56.5% provided no health benefits. Similarly, 32.9% of centers provided Post-Doctoral interns the same health benefits as staff, while 61.2% did not. (Note: "Intern" will be better defined in the next survey.) (Items 14 & 15)
- The predominant actions taken to promote effective caseload management were: Using a brief treatment model (73.0%), seeing more students in therapy less than once a week (68.1%), and making more external referrals (44.0%). See Item 16 for other examples.
- The number of students with severe psychological problems was reported to be a present concern by 77.1% of centers; other major concerns were the need to find better referral sources for students who need long-term help (60.9%) and a growing demand for services with no increase in resources or fewer resources (56.9%). (Item 17)
- 189 female and 111 male professionals were hired in the past year. 63.9% of new hires were women; 24.6% were minorities. Average salaries according to gender, minority status, and institutional size are available in Appendix B; salaries according to number of years in position are available in Appendix C. (Items 18 & 19)
- The average ratio of FTE mental health professionals to students is 1 to 1,632 (1 to 1,517 in 1998). This ratio differs dramatically from small to large schools. (Item 20)
- 27.8% of centers have a Certified Substance Abuse Counselor on staff. (Item 21)
- Based on a 40-hour work week, an average of 23.6 hours was considered a full case load for a full-time counselor responsible only for individual counseling, case notes, and staff meetings. In 1990, an average of 25 hours was reported. (Item 22)
- 70.3% of campuses have an Employee Assistance Program (EAP) for faculty and staff. Most EAP were coordinated by personnel/human relation departments (62.7%) or outside providers (22.1%). (Items 23 and 24)

- 63.2% of centers provide services for faculty or staff (whether or not they coordinate an EAP). Most centers (65.3%) indicated that they are primarily a referral program. Other services are listed. (Items 25 and 26).
- 54.2% of schools provide psychiatric services on campus. Centers reported an average of 1.3 psychiatric consultation hours per week per 1,000 students. (Items 27 & 29)
- 38.9% of centers required students who received medication from an on-campus psychiatrist to be followed in the counseling center for psychotherapy while 42.7% did not require students to be in on-going therapy. Students obtained psychiatric medication from the following on-campus providers: Psychiatrist (70.9%), M.D., non-psychiatrist (62.7%), and Nurse Practitioner (31.8%). (Items 30 & 31)
- Approximately 12% of Center clientele were referred for psychiatric evaluation. It was estimated that 17% of Center clientele take psychiatric medication (up from 9% in 1994). (Items 32 & 33)
- Primary functions of Center Staff psychiatrists were reported as prescribing and monitoring students on medication (95.2%), staff consultation (92.8%), and conducting psychiatric evaluations (92.0%). (Item 34)
- Waiting lists were used by 34.9% of centers for therapy appointments and 35.4% of centers for psychiatric appointments for an average of 12-15 weeks a year. Students typically would wait about 3 weeks for appointments during the busiest time of the year; students in crisis would be seen immediately. (Items 35 & 36)
- 65.8% of center directors felt that case notes should be maintained in a central office file. Most directors (93.9%) felt it necessary to have access to case notes in the counselor's absence. Similar responses were given in 1995. (Items 37, 38, & 39)
- Types of center policies include dealing with a potentially suicidal student (74.6%), how to handle a sexual assault case (49.2%), and kinds of client problems appropriate to be seen at the center (47.2%). Other policies are listed. (Item 40)
- 63.9% of centers reported that they contact "at risk" clients who "no show." (Item 41)
- Various policies regarding students who appear, at intake, to need therapy for more than six months are provided in Item 42.
- Directors reported the greatest increase over the past five years in the following student problems: severe psychological problems (79.6%), learning disabilities (76.0%), alcohol problems (47.5%), and problems related to earlier sexual abuse (40.4%). (Item 44)
- Directors noted that approximately 16% of center clientele have severe psychological problems. For Directors' views on why there is an increase in severe psychological problems, see Appendix D. (Items 45 & 46)
- 94.3% of Directors have noticed an increase in the number of students coming in for counseling that were already taking psychiatric medicines. (Item 47)
- Strategies implemented by centers for students who have been in therapy prior to attending college are presented in Item 48.
- 92% of centers reserve the right to deny service to a student whose problems are beyond Center's typical treatment capabilities. (Item 51)



	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
6. Centers that have gained new staff positions in the past year:						Centers gaining
a) Professional	5 (9.8%)	9 (12.5%)	17 (25.4%)	29 (31.5%)	60 (21.1%)	professional staff is
b) Clerical	3 (5.9%)	4 (5.6%)	4 (6.0%)	8 (8.7%)	19 (6.7%)	up 1.4% over 1999
c) Graduate Student Assistant or 1/2 time Intern	3 (5.9%)	10 (13.9%)	9 (13.4%)	14 (15.2%)	36 (12.6%)	and up 8.7% since
d) Intern (full time)	2 (3.9%)	11 (15.5%)	5 (7.5%)	6 (6.5%)	24 (8.5%)	1996.
7. Centers that have lost staff positions in the past year:						Centers losing
a) Professional	1 (2.0%)	3 (4.3%)	4 (6.0%)	5 (5.4%)	13 (4.6%)	professional staff
b) Clerical	1 (2.0%)	2 (2.9%)	4 (6.0%)	4 (4.3%)	11 (3.9%)	is down 3.5% from
c) Graduate Student Assistant or 1/2 time Intern	1 (2.0%)	2 (2.9%)	0 (0.0%)	1 (1.1%)	4 (1.4%)	1999 and down
d) Intern (full time)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	10.8% since 1996.
8. Centers that have had records subpoenaed in the past year:	1 (2.0%)	7 (9.6%)	14 (20.9%)	31 (33.7%)	53 (18.5%)	Down 4.9% since 1999 and 9.5% since 1995.
Most involved disability claims, sexual assault litigation, and divorce.						
10. Centers that have had suits brought against them in the past year:	0 (0.0%)	0 (0.0%)	2 (3.0%)	1 (1.1%)	3 (1.1%)	
1999-2000 Suits: Center named in malpractice and institutional negligence suit, litigation against Director by former employee, treating a minor.						
11. Centers that have experienced other legal or ethical dilemmas in the past year:	17 (34.7%)	25 (36.8%)	28 (45.2%)	35 (39.3%)	105 (38.9%)	See Appendix A for examples of dilemmas.
12. Paid benefits available for Center staff and interns: (Total data only)	<u>Professional Dues</u>	<u>Licensing Fee</u>	<u>Malpractice Insurance</u>	<u>Conference Expenses</u>	<u>Conference Money available per person</u>	
a) Director	115 (41.8%)	68 (24.8%)	94 (34.4%)	258 (94.9%)	$\bar{x}$ =\$1,278 Range-100.00-5K	
b) Training Director	28 (22.2%)	18 (14.3%)	35 (28.0%)	116 (92.8%)	$\bar{x}$ =\$1,055 Range-150.00-3K	
c) Assistant Director	29 (23.6%)	19 (15.6%)	40 (32.8%)	109 (90.1%)	$\bar{x}$ =\$900 Range-150.00-3K	
d) Professional Staff	59 (24.1%)	42 (17.1%)	72 (29.5%)	229 (93.9%)	$\bar{x}$ =\$724 Range-150.00-2.5K	
e) Pre-Doctoral Interns	4 (4.2%)	1 (1.1%)	29 (30.5%)	76 (80%)	$\bar{x}$ =\$268 Range-50.00-1K	
f) Post-Doctoral Interns	1 (2.6%)	1 (2.6%)	12 (31.6%)	25 (65.8%)	$\bar{x}$ =\$364 Range-50.00-1K	
	<u>Under 2,500</u> n=51	<u>2,500-7,500</u> n=73	<u>7,500-15,000</u> n=67	<u>Over 15,000</u> n=92	<u>Total</u> n=286	<u>COMMENTS</u> size n=283
13. Centers that expect staff to make a report on conferences attended:	20 (41.7%)	44 (62.9%)	34 (51.5%)	45 (51.1%)	144 (52.4%)	

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283	6
14. Benefits provided for Pre-Doctoral interns:							
a. Vacation Benefits							
Same as staff	2 (18.2%)	7 (16.3%)	6 (16.7%)	33 (47.1%)	48 (29.6%)		
Modified package	0 (0.0%)	10 (23.3%)	8 (22.2%)	18 (25.7%)	37 (22.8%)		
None	9 (81.8%)	26 (60.5%)	22 (61.1%)	19 (27.1%)	77 (47.5%)		
b. Health Benefits							
Same as staff	1 (9.1%)	6 (14.3%)	8 (22.2%)	35 (50.0%)	51 (31.7%)		
Modified package	0 (0.0%)	4 (9.5%)	5 (13.9%)	10 (14.3%)	19 (11.8%)		
None	10 (90.9%)	32 (76.2%)	23 (63.9%)	25 (35.7%)	91 (56.5%)		
15. Benefits provided for Post-Doctoral interns:							
a. Vacation Benefits							
Same as staff	2 (33.3%)	6 (26.1%)	4 (22.2%)	16 (42.1%)	28 (32.9%)		
Modified package	0 (0.0%)	3 (13.0%)	3 (16.7%)	6 (15.8%)	12 (14.1%)		
None	4 (66.7%)	14 (60.9%)	11 (61.1%)	16 (42.1%)	45 (52.9%)		
b. Health Benefits							
Same as staff	2 (33.3%)	5 (22.7%)	1 (5.6%)	17 (43.8%)	25 (29.4%)		
Modified package	0 (0.0%)	1 (4.5%)	4 (22.2%)	3 (7.7%)	8 (9.4%)		
None	4 (66.7%)	16 (72.7%)	13 (72.2%)	19 (48.7%)	52 (61.2%)		
16. Centers that have taken the following actions to effectively manage case loads:							
a) Seeing more students in therapy less than once a week.	27 (67.5%)	34 (58.6%)	44 (75.9%)	61 (88.5%)	169 (68.1%)	Other actions included: reducing session length, adding administration time to complete paperwork, intake/triage as a new position, using a case management team, hiring fee-for service counselors as wait list develops, daily walk-in hours.	
b) Reducing the number of students seen more than once a week.	11 (27.5%)	14 (24.1%)	17 (29.8%)	29 (32.6%)	71 (28.7%)		
c) No longer having holding appointments for students.	14 (35.0%)	20 (34.5%)	26 (44.8%)	30 (33.7%)	91 (36.7%)		
d) Using a waiting list "support" group (students attend group until an individual appt. is available).	0 (0.0%)	3 (5.2%)	5 (8.6%)	14 (15.7%)	22 (8.9%)		
e) Assigning more students to groups directly from intake/assessment.	2 (5.0%)	7 (12.1%)	11 (19.0%)	30 (33.7%)	50 (20.2%)		
f) Using a telephone assessment/intake system.	3 (7.5%)	1 (1.7%)	1 (1.7%)	4 (4.5%)	9 (3.6%)		
g) Making more external referrals.	16 (40.0%)	25 (43.1%)	18 (31.0%)	48 (53.9%)	109 (44.0%)		
h) Using a brief treatment model.	22 (55.0%)	43 (74.1%)	44 (75.9%)	71 (79.8%)	181 (73.0%)		
i) Other	3 (7.5%)	4 (7.0%)	8 (13.8%)	15 (16.9%)	31 (12.6%)		
17. Present concerns of Centers (Directors checked all that applied):							
a) The number of students with severe psychological problems.							
	33 (68.8%)	56 (77.8%)	51 (78.5%)	73 (79.3%)	216 (77.1%)	1996 statistics: 75.4%	
b) An increase in sexual assault cases.	3 (6.1%)	10 (13.9%)	8 (12.3%)	9 (9.8%)	30 (10.7%)	25.4%	
c) An increase in crisis counseling.	10 (20.4%)	31 (43.1%)	30 (46.2%)	43 (46.7%)	116 (41.3%)	43.5%	
d) Waiting list problems.	8 (16.3%)	14 (19.4%)	15 (23.1%)	37 (40.2%)	74 (26.3%)	24.0%	
e) Pressure on the Center to do more about drug and alcohol abuse on campus.							
	23 (46.9%)	33 (45.8%)	32 (49.2%)	33 (35.9%)	123 (43.8%)	36.7%	

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283 1996 statistics:
17. f) The need to find better referral sources for students who need long-term help.	26 (53.1%)	36 (50.0%)	40 (61.5%)	66 (71.7%)	171 (60.9%)	62.4%
g) Referrals by outside agencies to your Center of clients needing long-term therapy.	3 (6.1%)	12 (16.7%)	16 (24.6%)	20 (21.7%)	51 (18.1%)	22.8%
h) Responding to the needs of learning disabled students.	21 (42.9%)	30 (41.7%)	28 (43.1%)	34 (37.0%)	116 (41.3%)	53.6%
i) A growing demand for services with no increase in resources or fewer resources.	24 (49.0%)	42 (58.3%)	37 (56.9%)	56 (60.9%)	160 (56.9%)	63.3%
j) Growing pressure to go to a time-limited model.	2 (4.1%)	10 (13.9%)	9 (13.8%)	14 (15.2%)	35 (12.5%)	
k) An increasing awareness among staff about legal issues.	7 (14.3%)	20 (27.8%)	20 (30.8%)	25 (27.2%)	73 (26.0%)	
l) Other critical issues to be faced in the next few years.	8 (16.3%)	14 (19.4%)	8 (12.5%)	20 (21.7%)	51 (18.2%)	

Other concerns: Need for additional psychiatric services, boundary issues with administration, increase in mandated referrals, critical incidents, and requests for special assessments.

18. Average salary for professional staff hired in the past year according to gender, minority status, and institutional size is available in **Appendix B**.

19. Average salary paid to professional staff according to number of years in the position, according to institutional size, is available in **Appendix C**.

20. Approximate ratio of FTE mental health professionals (includes all paid staff and interns at centers and other service units on campus except for services provided by students in departmental clinics) to FTE students:	1 to 767	1 to 1,238	1 to 1,774	1 to 2,290	1 to 1,632	The range varies from 1 - 120 to 1-7,200.
---	----------	------------	------------	------------	------------	--

21. Centers that have a Certified Substance Abuse Counselor on staff:	9 (18.0%)	16 (21.9%)	23 (34.3%)	30 (33.0%)	79 (27.8%)	
---	-----------	------------	------------	------------	------------	--

22. Based on a 40-hour work week, number of hours considered a full case load for a full-time counselor who is responsible only for individual counseling, case notes, and attending necessary staff meetings:	$\bar{x}=25.1$ Range 13-33	$\bar{x}=23.6$ Range 10-32	$\bar{x}=22.8$ Range 2-30	$\bar{x}=23.4$ Range 10-32	$\bar{x}=23.6$ Range 2-35	25 hours in 1990
--	----------------------------	----------------------------	---------------------------	----------------------------	---------------------------	------------------

23. Campuses that have an Employee Assistance Program (EAP) for faculty and staff:	28 (54.9%)	47 (64.4%)	51 (76.1%)	74 (80.4%)	201 (70.3%)	
--	------------	------------	------------	------------	-------------	--

24. The EAP is coordinated by:						
a) Counseling Center	1 (3.6%)	3 (6.4%)	2 (4.0%)	7 (9.0%)	13 (8.4%)	Some EAP services are coordinated by a combination of a-d, volunteers, or by school psychiatry departments.
b) Personnel or Human Relations	16 (57.1%)	28 (59.6%)	29 (58.0%)	55 (70.5%)	128 (62.7%)	
c) An academic department	0 (0.0%)	0 (0.0%)	1 (2.0%)	0 (0.0%)	1 (0.5%)	
d) An outside EAP provider	10 (35.7%)	13 (27.7%)	15 (30.0%)	7 (9.0%)	45 (22.1%)	
e) Other	1 (3.6%)	3 (6.4%)	3 (6.0%)	9 (11.5%)	17 (8.3%)	

25. Centers that provide services for faculty or staff (whether or not the Center coordinates an EAP.	32 (62.7%)	49 (70.0%)	42 (62.7%)	51 (58.6%)	175 (63.2%)	
---	------------	------------	------------	------------	-------------	--

	Under 2,500 (n = 51)	2,500 - 7,500 (n = 73)	7,500 - 15,000 (n = 67)	Over 15,000 (n = 92)	TOTAL (n = 286)	COMMENTS size n=283
26. Nature of services provided for faculty and staff, and beliefs about those services (Directors checked all that applied):						
a) Informal program as schedule permits.	18 (48.6%)	25 (43.1%)	14 (31.1%)	10 (16.4%)	67 (33.0%)	Other services:
b) Formally identified EAP program.	2 (5.4%)	3 (5.2%)	7 (15.6%)	13 (21.3%)	25 (12.3%)	Consultation to staff,
c) Separate funding provided to establish the program.	1 (2.8%)	58 (100.0%)	2 (4.4%)	5 (8.2%)	8 (4.0%)	crisis intervention
d) Third party payments are collected for these services.	1 (2.7%)	1 (1.7%)	2 (4.4%)	3 (4.9%)	7 (3.4%)	and debriefing,
e) Primarily a referral program, not a counseling service.	25 (69.4%)	42 (72.4%)	26 (57.8%)	37 (60.7%)	132 (65.3%)	career counseling,
f) Detract from our ability to provide necessary student services.	36 (100.0%)	5 (8.6%)	3 (6.7%)	4 (6.6%)	12 (5.9%)	brief treatment
g) Strengthened our political position on campus.	9 (25.0%)	26 (44.8%)	22 (48.9%)	25 (41.0%)	83 (41.1%)	model with outside
h) Helped to create a healthier environment; has indirectly benefited our students.	5 (13.9%)	22 (37.9%)	16 (35.6%)	26 (42.6%)	70 (34.7%)	referral if needed.
i) Faculty and staff who utilize these services also tend to make more student referrals to our Center.	6 (16.7%)	20 (34.5%)	18 (40.0%)	21 (34.4%)	66 (32.7%)	
j) Other	7 (19.4%)	6 (10.3%)	7 (15.6%)	19 (31.7%)	40 (19.9%)	
27. On-campus psychiatric services are provided:						
a) In Counseling Center only.	9 (17.6%)	26 (35.6%)	22 (32.8%)	31 (33.7%)	89 (31.1%)	Centers merged with
b) In Student Health Center only.	4 (7.8%)	1 (1.4%)	10 (14.9%)	26 (28.3%)	42 (14.7%)	health centers share
c) In both Counseling & Student Health Centers.	2 (3.9%)	5 (6.8%)	5 (7.5%)	12 (13.0%)	24 (8.4%)	psychiatric services,
d) Contract out for psychiatrists.	6 (11.8%)	6 (8.2%)	5 (7.5%)	7 (7.6%)	24 (8.4%)	some campuses use
e) No access to psychiatrist except as private referral.	22 (43.1%)	26 (35.6%)	13 (19.0%)	13 (14.1%)	75 (26.2%)	local hospitals, or
f) Other	2 (3.9%)	2 (2.7%)	9 (13.4%)	2 (2.2%)	15 (5.2%)	school department of psychiatry.
28. Number of psychiatric consultation hours available per week:	$\bar{x}$ = 2.98 Range 1-8	$\bar{x}$ =7.40 Range 1-28	$\bar{x}$ =11.99 Range 7-68	$\bar{x}$ =34.80 Range 1-140	$\bar{x}$ =20.61 Range 7-140	
29. Number of psychiatric consultation hours per week provided per 1,000 students:	$\bar{x}$ =1.52 Range .6-4	$\bar{x}$ =1.68 Range .3-8	$\bar{x}$ =1.07 Range .06-6	$\bar{x}$ =1.28 Range .03-4	$\bar{x}$ =1.31 Range .03-8	This was 1.6 in 1998; 1.5 in 1999.
30. Students receiving medication from an on-campus psychiatrist:						
a) Must be in therapy with a Counseling Center therapist.	8 (53.3%)	14 (48.3%)	20 (50.0%)	18 (25.4%)	61 (38.9%)	
b) Must be in therapy with either a Center therapist or an external therapist.	6 (40.0%)	6 (20.7%)	6 (15.0%)	11 (15.5%)	29 (18.5%)	
c) Can obtain medication without on-going therapy.	1 (6.7%)	9 (31.0%)	14 (35.0%)	42 (59.2%)	67 (42.7%)	
31. Center clients receive medication from the following campus sources (Directors checked all that applied):						
a) Psychiatrist	12 (36.4%)	31 (66.0%)	38 (73.1%)	73 (84.9%)	156 (70.9%)	Other sources:
b) M.D., non-psychiatrist	21 (63.6%)	28 (59.6%)	31 (59.6%)	57 (66.3%)	138 (62.7%)	Physician's Assistant,
c) Nurse practitioner	13 (39.4%)	16 (34.0%)	14 (26.9%)	27 (31.4%)	70 (31.8%)	Psychiatric Resident

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
32. Approximate percentage of Center clientele referred for psychiatric evaluation:	$\bar{x}$ =11% Range 9-40	$\bar{x}$ =11% Range 1-40	$\bar{x}$ =11% Range 1-30	$\bar{x}$ =14% Range 9-44	$\bar{x}$ =12% Range 9-44	
33. Approximate percentage of Center clientele who take psychiatric medication:	$\bar{x}$ =18% Range 1-65	$\bar{x}$ =16% Range 5-50	$\bar{x}$ =17% Range 1-40	$\bar{x}$ =17% Range 1-43	$\bar{x}$ =17% Range 5-65	Up from 9% in 1994.
34. Center Staff psychiatrists perform the following functions:						
a) Psychotherapy.	1 (8.3%)	2 (7.1%)	5 (14.7%)	10 (20.0%)	18 (14.4%)	Other functions:
b) Psychiatric evaluations.	11 (91.7%)	25 (89.3%)	33 (97.1%)	45 (90.0%)	115 (92.0%)	coordination of
c) Prescribe for and follow students who are on medication.	12 (100.0%)	26 (92.9%)	31 (91.2%)	50 (100.0%)	119 (95.2%)	hospitalizations,
d) Consult at Center case conferences.	7 (58.3%)	13 (46.4%)	13 (38.2%)	31 (62.0%)	64 (51.2%)	in-service training,
e) Consult with staff as needed.	11 (91.7%)	25 (89.3%)	32 (94.1%)	47 (94.0%)	116 (92.8%)	crisis evaluation.
f) Preside over case conferences.	0 (0.0%)	0 (0.0%)	1 (2.9%)	1 (2.0%)	2 (1.6%)	
g) Serve as Center Director.	0 (0.0%)	0 (0.0%)	1 (2.9%)	0 (0.0%)	1 (0.8%)	
h) Serve as Assistant Director.	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (4.0%)	2 (1.6%)	
i) Supervise staff.	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (8.0%)	4 (3.2%)	
35. Centers that have a waiting list for therapy appointments:	14 (27.5%)	20 (27.8%)	21 (31.8%)	43 (46.7%)	99 (34.9%)	
a) Number of weeks that this occurs during the year:	$\bar{x}$ =5.8 Range 2-30	$\bar{x}$ =8.4 Range 1-30	$\bar{x}$ =13.1 Range 2-30	$\bar{x}$ =14.7 Range 2-46	$\bar{x}$ =11.8 Range 1-46	
b) Number of weeks that a student waits during the busiest time of the year:	$\bar{x}$ =2.2 Range 1-8	$\bar{x}$ =2.5 Range 1-5	$\bar{x}$ =2.5 Range 1-8	$\bar{x}$ =3.0 Range 1-7	$\bar{x}$ =2.7 Range 1-8	
c) Centers that would see student in crisis immediately:	17 (100.0%)	27 (100.0%)	28 (100.0%)	51 (100.0%)	124 (100.0%)	
36. Centers that have a waiting list for psychiatric appointments:	7 (38.9%)	12 (33.3%)	12 (30%)	24 (38.7%)	56 (35.4%)	
a) Number of weeks that this occurs during the year:	$\bar{x}$ =6.4 Range 5-20	$\bar{x}$ =16.9 Range 2-45	$\bar{x}$ =14.1 Range 1-40	$\bar{x}$ =17.5 Range 3-50	$\bar{x}$ =15.0 Range 5-50	
b) Number of weeks that a student waits during the busiest time of the year:	$\bar{x}$ =2.4 Range 2-4	$\bar{x}$ =3.0 Range 2-6	$\bar{x}$ =2.5 Range 1-6	$\bar{x}$ =2.8 Range 1-5	$\bar{x}$ =2.8 Range 1-6	
c) Centers that would see student in crisis immediately:	7 (70.0%)	10 (83.3%)	15 (83.3%)	27 (87.1%)	59 (81.9%)	
37. Directors that support the following Counseling Center standards on case notes:						
a) They should be kept only at the counselor's discretion.	1 (2.0%)	1 (1.4%)	3 (4.5%)	1 (1.1%)	6 (2.1%)	Similar responses
b) They should be kept on each client, but should remain under the care of the client's counselor.	9 (18.4%)	11 (15.1%)	4 (6.0%)	2 (2.2%)	27 (9.6%)	were reported in 1995.
c) They should be maintained only in a central office file.						
d) They should be maintained either way, depending what works best at the center.	27 (55.1%) 12 (23.5%)	46 (63.0%) 15 (20.5%)	39 (58.2%) 21 (31.3%)	73 (82.0%) 13 (14.6%)	185 (65.8%) 63 (22.4%)	
38. Directors who would feel it necessary to have access to case notes in the counselor's absence:	42 (93.3%)	53 (91.4%)	53 (94.6%)	66 (95.7%)	217 (93.9%)	92.5% in 1995.
39. Directors reporting an increase in clients asking to view case records in recent years:	3 (6.1%)	14 (19.7%)	17 (28.3%)	25 (28.1%)	61 (22.4%)	24.0% in 1995.



	Under 2,500 (n = 51)	2,500 - 7,500 (n = 73)	7,500 - 15,000 (n = 67)	Over 15,000 (n = 92)	TOTAL (n = 286)	COMMENTS size n=283
40. Centers that have written statements or policies on the following:						
a) Having an emotionally disturbed student removed from the residence halls or school	21 (47.7%)	30 (43.5%)	21 (37.5%)	22 (27.2%)	95 (37.7%)	Other policies:
b) Having a psychotic student hospitalized	18 (40.9%)	27 (39.1%)	24 (42.9%)	44 (54.3%)	115 (45.6%)	eating disorders,
c) Dealing with a potentially suicidal student	34 (77.3%)	50 (72.5%)	45 (80.4%)	58 (71.6%)	188 (74.6%)	dual relationships,
d) Dealing with a potentially violent student	22 (50.0%)	26 (37.7%)	32 (57.1%)	45 (55.6%)	125 (49.6%)	confidentiality,
e) Risks of counseling	12 (27.3%)	21 (30.4%)	15 (26.8%)	25 (30.9%)	75 (29.8%)	use of computers,
f) Kinds of client problems appropriate to be seen at the Counseling Center	18 (40.9%)	29 (42.0%)	27 (48.2%)	44 (54.3%)	119 (47.2%)	post-suicide inter-
g) How to handle a sexual assault case	29 (65.9%)	38 (55.1%)	25 (44.6%)	31 (38.3%)	124 (49.2%)	vention, responding
h) Returning a student who had left because of psychiatric problems, to classes or residence hall	23 (52.3%)	28 (40.6%)	14 (25.0%)	17 (21.0%)	83 (32.9%)	to requests for access to student records, mandatory evaluations.
41. Centers that contact clients who do not return for counseling without notification (no shows):						
a) No.	2 (4.0%)	6 (8.2%)	5 (7.5%)	10 (10.9%)	23 (8.1%)	
b) Yes for all cases.	23 (46.0%)	20 (27.4%)	20 (29.9%)	16 (17.4%)	80 (28.1%)	
c) Yes but only for "at risk" clients.	25 (50.0%)	47 (64.4%)	42 (62.7%)	66 (71.7%)	182 (63.9%)	
42. Center policy regarding students who appear, at intake, to need therapy for more than six months:						
a) Commit to as many of these students as possible while staff time is available.	15 (29.4%)	13 (18.3%)	14 (20.9%)	10 (10.9%)	52 (18.3%)	Other responses:
a) Immediately refer most out, keeping a few for training purposes.	3 (5.9%)	3 (4.2%)	9 (13.4%)	27 (29.3%)	43 (15.1%)	combination of these
c) Immediately refer all such students out.	3 (5.9%)	4 (5.6%)	3 (4.5%)	5 (5.4%)	15 (5.3%)	five policies, deciding
d) Allow students to be seen for limited number of sessions, then refer out.	5 (9.8%)	10 (14.1%)	9 (13.4%)	14 (15.2%)	38 (13.4%)	on a case by case
e) We rarely would make this kind of decision at intake. Most students are seen until we decide at a later point that they need more help than we can provide.	19 (37.3%)	35 (49.3%)	27 (40.3%)	27 (29.3%)	110 (38.7%)	basis, keep students who have no insurance.
43. Directors who have noticed an increase in number of students seeking counseling to address issues of relationship violence.	16 (32.0%)	34 (48.8%)	24 (37.5%)	39 (43.8%)	114 (41.3%)	These results do not differ significantly from 1991.
44. Center Directors that have noticed an increase in students with the following problems over the past five years:						
a) Severe psychological problems	38 (79.2%)	57 (78.1%)	51 (78.5%)	73 (81.1%)	222 (79.6%)	Other increases:
b) Sexual assault concerns (on campus)	10 (21.3%)	31 (42.5%)	13 (20.6%)	29 (32.6%)	85 (30.9%)	eating disorders,
c) Problems related to earlier sexual abuse	13 (27.7%)	33 (46.5%)	24 (37.5%)	39 (43.3%)	111 (40.4%)	ADHD, Students
d) Alcohol problems	21 (44.7%)	36 (49.3%)	28 (43.1%)	43 (48.9%)	131 (47.5%)	on multiple meds.
e) Other illicit drug use	15 (31.9%)	30 (41.7%)	26 (40.0%)	35 (38.9%)	107 (38.6%)	Decreases noted:
f) Learning disabilities	32 (69.6%)	52 (74.3%)	51 (79.7%)	68 (77.3%)	206 (76.0%)	sexual assault,
g) Self-injury	24 (50.0%)	33 (47.1%)	22 (33.8%)	27 (30.0%)	108 (39.1%)	illicit drug use.
45. Approximate percentages of Center clientele who have severe psychological problems:	$\bar{x}$ =15% Range 1-65	$\bar{x}$ =16% Range .05-50	$\bar{x}$ =15% Range 1-70	$\bar{x}$ =16% Range 1-75	$\bar{x}$ =16% Range .05-75	

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
46. For Directors' views on why there is an increase in severe psychological problems, see Appendix D.						
47. In regard to the numbers of students who take psychiatric medication:						
a) Directors who have noticed an increase in the number of students coming in for counseling that are <u>already</u> taking psychiatric medications:	46 (93.9%)	68 (94.4%)	60 (93.8%)	86 (94.5%)	263 (94.3%)	
b) Directors who believe this percentage is greater than it was 10 years ago:	36 (78.3%)	57 (79.2%)	56 (86.2%)	81 (92.0%)	233 (85.0%)	
48. Concerning students who have been in ongoing therapy prior to attending college:						
a) Directors who note an increase in number of these students who want to continue their treatment at the Center:	39 (81.3%)	59 (84.3%)	44 (69.8%)	66 (74.2%)	209 (76.8%)	
b) Centers using a brief treatment model that would accept this student for therapy:	26 (81.3%)	42 (80.8%)	43 (89.6%)	55 (71.4%)	167 (79.5%)	
c) Typical Center responses:						Other responses:
1. Continue with therapy:	16 (34.1%)	29 (43.9%)	21 (35.0%)	16 (18.2%)	82 (31.5%)	Case by case decision,
2. Offer a brief intervention only:	10 (22.7%)	14 (21.2%)	24 (40.0%)	35 (39.8%)	83 (31.9%)	a combination of these
3. Make an external referral:	7 (15.9%)	11 (16.7%)	4 (6.7%)	21 (23.9%)	43 (16.5%)	three choices.
49. Center's data on outside referrals:						
a) Percentage of Directors who keep referral statistics:	28 (54.9%)	32 (44.4%)	19 (28.4%)	37 (40.7%)	116 (40.8%)	
b) Approximate percentages of students referred out for psychological treatment:	$\bar{x}$ =7% Range .5-38	$\bar{x}$ =7% Range 1-30	$\bar{x}$ =10% Range 1-40	$\bar{x}$ =14% Range 1-40	$\bar{x}$ =10% Range .5-40	
50. Number of Centers who attempt to get feedback on effectiveness of external therapists or agencies to whom clients are referred:	30 (60.0%)	33 (48.5%)	19 (29.2%)	23 (26.7%)	106 (39.0%)	
51. After assessment, Centers that reserve the right to deny service to student whose problems are beyond Center's typical treatment capabilities:	43 (87.8%)	61 (87.1%)	60 (93.8%)	85 (96.6%)	252 (92.0%)	
52. The percentage of staff counseling time devoted to:						
a) Career Counseling	$\bar{x}$ =4.0 Range 0-31	$\bar{x}$ =6.6 Range 0-55	$\bar{x}$ =8.6 Range 0-40	$\bar{x}$ =9.3 Range 0-46	$\bar{x}$ =7.5 Range 0-55	
b) Personal Counseling	$\bar{x}$ =83.6 Range 20-100	$\bar{x}$ =80.2 Range 35-100	$\bar{x}$ =80.4 Range 40-100	$\bar{x}$ =80.3 Range 40-100	$\bar{x}$ =80.8 Range 20-100	
1. Developmental	$\bar{x}$ =42.1 Range 20-80	$\bar{x}$ =34.1 Range 0-60	$\bar{x}$ =47.3 Range 0-90	$\bar{x}$ =41.1 Range 10-80	$\bar{x}$ =41.3 Range 0-90	
2. Emotional	$\bar{x}$ =57.1 Range 20-80	$\bar{x}$ =63.5 Range 0-98	$\bar{x}$ =50.3 Range 0-80	$\bar{x}$ =58.9 Range 20-90	$\bar{x}$ =57.4 Range 0-98	
c) Academic Counseling	$\bar{x}$ =8.4 Range 0-50	$\bar{x}$ =9.7 Range 0-40	$\bar{x}$ =9.4 Range 0-50	$\bar{x}$ =6.7 Range 0-40	$\bar{x}$ =8.5 Range 0-50	Other time spent:
d) Other	$\bar{x}$ =3.9 Range 0-40	$\bar{x}$ =3.3 Range 0-35	$\bar{x}$ =1.5 Range 0-29	$\bar{x}$ =3.7 Range 0-50	$\bar{x}$ =3.2 Range 0-50	AOD concerns, outreach, testing, consultation.

**Under 2,500**  
(n = 51)

**2,500 - 7,500**  
(n = 73)

**7,500 - 15,000**  
(n = 67)

**Over 15,000**  
(n = 92)

**TOTAL**  
(n = 286)

**COMMENTS**  
size n=283

53. Percentages of student body receiving counseling in Center:

a) 5-10%	13 (26.5%)	30 (42.9%)	51 (76.1%)	73 (81.1%)	169 (60.6%)	
a) 11-15%	17 (34.7%)	27 (38.6%)	12 (17.9%)	10 (11.1%)	67 (24.0%)	
c) 16-20%	9 (18.4%)	6 (8.6%)	2 (3.0%)	4 (4.4%)	21 (7.5%)	
d) 21-25%	3 (6.1%)	3 (4.3%)	1 (1.5%)	2 (2.2%)	9 (3.2%)	
e) 26-30%	3 (6.1%)	2 (2.9%)	1 (1.5%)	1 (1.1%)	7 (2.5%)	
f) 31-35%	3 (6.1%)	1 (1.4%)	0 (0.0%)	0 (0.0%)	4 (1.4%)	
g) 36-40%	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	
h) Over 40%	1 (2.0%)	1 (1.4%)	0 (0.0%)	0 (0.0%)	2 (0.7%)	

54. Number of clinical hours per week provided by:

							1992 Total %:
<b>a) Director</b>							
1. None	1 (2.2%)	3 (4.5%)	2 (3.1%)	7 (7.9%)	13 (4.8%)		3.1%
2. 1-5	4 (8.7%)	7 (10.6%)	13 (20.0%)	29 (32.6%)	54 (20.1%)		18.8%
3. 6-10	10 (21.7%)	19 (28.8%)	29 (44.6%)	35 (39.3%)	93 (34.6%)		27.0%
4. 11-15	12 (26.1%)	19 (28.8%)	13 (20.0%)	9 (10.1%)	53 (19.7%)		23.2%
5. Over 15	19 (41.3%)	18 (27.3%)	8 (12.3%)	9 (10.1%)	56 (20.8%)		28.0%
<b>b) Training Director</b>							
1. None	1 (50.0%)	1 (5.3%)	0 (0.0%)	2 (3.0%)	4 (3.4%)		3.2%
2. 1-5	0 (0.0%)	3 (15.8%)	1 (3.3%)	7 (10.4%)	11 (9.2%)		4.0%
3. 6-10	0 (0.0%)	2 (10.5%)	6 (20.0%)	24 (35.8%)	33 (27.7%)		25.8%
4. 11-15	0 (0.0%)	7 (36.8%)	7 (23.3%)	15 (22.4%)	29 (24.4%)		34.7%
5. Over 15	1 (50.0%)	6 (31.6%)	16 (53.3%)	19 (28.4%)	42 (35.3%)		32.3%
<b>c) Assistant Director</b>							
1. None	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (4.7%)	2 (1.8%)		5.6%
2. 1-5	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (7.0%)	3 (2.8%)		5.6%
3. 6-10	2 (14.3%)	2 (9.5%)	3 (10.3%)	15 (34.9%)	22 (20.2%)		14.9%
4. 11-15	2 (14.3%)	5 (23.8%)	8 (27.6%)	11 (25.6%)	26 (23.9%)		33.6%
5. Over 15	10 (71.4%)	14 (66.7%)	18 (62.1%)	12 (27.9%)	56 (51.4%)		40.2%
<b>d) Consultant/Outreach Director</b>							
1. None	0 (0.0%)	1 (11.1%)	0 (0.0%)	3 (6.7%)	4 (5.3%)		4.8%
2. 1-5	0 (0.0%)	0 (0.0%)	2 (10.5%)	3 (6.7%)	5 (6.7%)		4.8%
3. 6-10	1 (100.0%)	3 (33.3%)	4 (21.1%)	6 (13.3%)	15 (20.0%)		12.0%
4. 11-15	0 (0.0%)	5 (55.6%)	3 (15.8%)	17 (37.8%)	25 (33.3%)		39.8%
5. Over 15	0 (0.0%)	0 (0.0%)	10 (52.6%)	16 (35.6%)	26 (34.7%)		32.5%
<b>e) Clinical Director</b>							
1. None	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (5.1%)	2 (3.6%)		7.9%
2. 1-5	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (7.7%)	3 (5.4%)		3.2%
3. 6-10	0 (0.0%)	1 (25.0%)	2 (16.7%)	8 (20.5%)	12 (21.4%)		17.5%
4. 11-15	0 (0.0%)	1 (25.0%)	6 (50.0%)	11 (28.2%)	18 (32.1%)		30.2%
5. Over 15	0 (0.0%)	2 (50.0%)	4 (33.3%)	15 (38.5%)	21 (37.5%)		41.3%

Other staff (e.g.: Academic Success Coordinator and Research Coordinator) provided 11-15+hours per week.



	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
55. Center's views on appropriateness of the following options for students who have used up their number of allotted counseling hours at the center or need longer term therapy than the center can provide:						
a) See the student in own private practice if this is the student's wish.						
Yes	6 (13.3%)	16 (26.7%)	12 (21.8%)	17 (22.7%)	52 (21.8%)	These views are similar to those reported in 1991.
No	39 (86.7%)	44 (73.3%)	43 (78.2%)	58 (77.3%)	186 (78.2%)	
b) Refer to another counselor in the center who has a private practice.						
Yes	7 (15.9%)	16 (27.6%)	18 (32.7%)	20 (27.8%)	61 (26.4%)	
No	37 (84.1%)	42 (72.4%)	37 (67.3%)	52 (72.2%)	170 (73.6%)	
c) Refer to a friend who has a private practice.						
Yes	27 (62.8%)	37 (62.7%)	36 (64.3%)	42 (58.3%)	143 (61.6%)	
No	16 (37.2%)	22 (37.3%)	20 (35.7%)	30 (41.7%)	89 (38.4%)	
56. Center responses to the following arguments for a staff member continuing with a center client in their private practice:						
a) The client should have the right to choose whomever they wish for their private work:						
Considerable Merit:	16 (32.7%)	33 (46.5%)	24 (38.1%)	34 (38.2%)	109 (39.6%)	30.4% in 1991.
Some Merit:	24 (49.0%)	26 (36.6%)	28 (44.4%)	37 (41.6%)	116 (42.2%)	
No Merit:	9 (18.4%)	12 (16.9%)	11 (17.5%)	18 (20.2%)	50 (18.2%)	
b) It is a disservice to have them start with a new therapist:						
Considerable Merit:	9 (18.0%)	10 (14.1%)	10 (15.6%)	12 (13.3%)	41 (14.7%)	9.7% in 1991.
Some Merit:	24 (48.0%)	39 (54.9%)	37 (57.8%)	45 (50.0%)	147 (52.9%)	
No Merit:	17 (34.0%)	22 (31.0%)	17 (26.6%)	33 (36.7%)	90 (32.4%)	
c) It is appropriate to give the client a list of private practitioners, including the counselor's name and let the student decide.						
Considerable Merit:	27 (55.1%)	33 (46.5%)	35 (54.7%)	46 (51.7%)	143 (51.8%)	Up 15.5% since 1991.
Some Merit:	10 (20.4%)	25 (35.2%)	13 (20.3%)	20 (22.5%)	69 (25.0%)	
No Merit:	12 (24.5%)	13 (18.3%)	16 (25.0%)	23 (25.8%)	64 (23.2%)	
57. Centers where counselors are permitted to use their offices after-hours for private practice.	12 (24.5%)	15 (20.8%)	11 (16.7%)	11 (12.0%)	49 (17.4%)	
58. Centers using e-mail/Internet for any of the following:						
a) Chat rooms around specific themes for students	1 (3.1%)	1 (2.0%)	3 (5.8%)	4 (6.0%)	9 (4.4%)	Other uses:
b) Psychoeducation	21 (65.6%)	31 (62.0%)	34 (65.4%)	42 (62.7%)	129 (63.5%)	web page, research,
c) Data base	3 (9.4%)	5 (10.0%)	16 (30.8%)	18 (26.9%)	42 (20.7%)	appointment book,
d) Personal client contact/questions and concerns	15 (46.9%)	24 (48.0%)	18 (34.6%)	17 (25.4%)	75 (36.9%)	peer mentor matches,
e) Providing career information	4 (12.5%)	16 (32.0%)	14 (26.9%)	18 (26.9%)	52 (25.6%)	public relations.
f) Other	7 (21.9%)	8 (16.0%)	9 (17.3%)	20 (29.9%)	45 (22.2%)	

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
59. Directors' staff concerns:						
a) Conflict between staff members.	6 (26.1%)	8 (16.3%)	17 (30.4%)	21 (26.3%)	52 (24.8%)	
b) General problems with morale.	6 (26.1%)	8 (16.3%)	17 (30.4%)	23 (28.8%)	54 (25.7%)	
c) Coping with an impaired staff member.	5 (21.7%)	1 (2.0%)	10 (17.9%)	15 (18.8%)	31 (14.8%)	
d) Unequal sharing of Center responsibilities.	4 (17.4%)	9 (18.4%)	19 (33.9%)	31 (38.8%)	63 (30.0%)	
e) Some uncooperative staff.	4 (17.4%)	8 (16.3%)	12 (21.4%)	15 (18.8%)	39 (18.6%)	
f) Resistance of some staff to new initiatives.	2 (8.7%)	19 (38.8%)	19 (33.9%)	32 (40.0%)	72 (34.3%)	
g) Some staff are not good team players.	5 (21.7%)	10 (20.4%)	14 (25.0%)	34 (42.5%)	63 (30.0%)	
h) Some staff laxity around boundary issues.	4 (17.4%)	10 (20.4%)	7 (12.5%)	12 (15.0%)	33 (15.7%)	Other concerns:
i) Grousing about poor salaries.	2 (8.7%)	14 (28.6%)	21 (37.5%)	29 (36.3%)	68 (32.4%)	staff burnout;
j) Other	7 (30.4%)	6 (12.2%)	10 (17.9%)	18 (22.5%)	41 (19.5%)	understaffing, budget restraints.
60. In the past five years, Directors' administrative duties have been increased in the following ways:						
a) Have assumed responsibility for other administrative units outside of Counseling Center.	7 (15.6%)	17 (25.4%)	11 (18.3%)	23 (26.7%)	59 (22.6%)	
b) Have had other administrative units placed under the Counseling Center.	9 (20.0%)	12 (17.9%)	10 (16.7%)	13 (15.1%)	44 (16.9%)	
c) Other administrative duties.	20 (44.4%)	28 (41.8%)	22 (36.7%)	35 (40.7%)	107 (41.0%)	
d) None of the above.	18 (40.0%)	23 (34.3%)	24 (40.0%)	35 (40.7%)	101 (38.7%)	
61. Directors' ratings of how stressful their job is now as compared to five years ago:						
a) More stressful	16 (32.0%)	34 (46.6%)	34 (51.5%)	54 (59.3%)	139 (49.3%)	Down 9.8% since 1996.
b) Less stressful	10 (20.0%)	5 (6.8%)	5 (7.6%)	8 (8.8%)	28 (9.9%)	
c) No change	15 (30.0%)	21 (28.8%)	17 (25.8%)	17 (18.7%)	71 (25.2%)	
d) NA - (not a director five years ago)	9 (18.0%)	13 (17.8%)	10 (15.2%)	12 (13.2%)	44 (15.6%)	
62. Centers with obsessive-pursuit cases in the past year:	28 (57.1%)	44 (60.3%)	39 (61.9%)	63 (74.1%)	176 (64.5%)	A total of 408 cases (up from 100 cases in 1999); 84 persons injured and 5 persons killed.
66. Centers that had to hospitalize a student for psychological reasons in the past year:	41 (82.0%)	64 (90.1%)	55 (88.7%)	84 (97.7%)	246 (90.4%)	A total of 1,247 students, $\bar{x}$ = 5 Range 1-50.
67. Campuses that had an enrolled student suicide in the 99-2000 school year:	3 (6.0%)	9 (12.3%)	19 (29.7%)	46 (59.0%)	78 (29.1%)	A total of 122 students, $\bar{x}$ = 5, Range 1 - 5.
68. Campuses that had a client suicide in the 99-00 school year:	4 (8.0%)	4 (5.5%)	4 (6.1%)	17 (19.1%)	29 (10.3%)	A total of 32 students, $\bar{x}$ = 11, Range 1 - 3.
69. Centers that have had legal action taken against them following a client or former client suicide:	0 (0.0%)	0 (0.0%)	1 (1.5%)	2 (2.2%)	3 (1.1%)	2 cases settled out of court, 1 case ruled in favor of the Center.

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
71. Centers that have had to notify a third party about a potentially suicidal student during the past year:	32 (65.3%)	55 (78.6%)	46 (74.2%)	60 (72.3%)	195 (73.0%)	A total of 675 students (up from 480 in 1999), x=2.5, Range 1-8.
72. When a student is a suicidal risk but appropriate for treatment in the Center (as opposed to hospitalization), Centers typically:						
a) Provide counseling without informing anyone but take usual precautions (contracting, etc.):	29 (59.2%)	47 (64.4%)	45 (68.2%)	67 (72.8%)	189 (66.8%)	Most directors would do a combination of a, b, and c and evaluate on a case by case basis.
b) Seek client's permission to alert someone in the residence hall, or someone with whom the student resides but work with client even if permission is not given.	30 (61.2%)	42 (57.5%)	31 (47.0%)	52 (56.5%)	158 (55.8%)	
c) Notify someone as indicated above, even without client's permission and encourage client to continue in therapy or to seek hospitalization.	12 (24.5%)	22 (30.1%)	14 (21.2%)	14 (15.2%)	62 (21.9%)	
d) Other	8 (16.3%)	7 (9.6%)	7 (10.6%)	13 (14.1%)	35 (12.4%)	
73. Centers that notify the following without student permission when the student is a suicidal risk:						Some directors stated that action would depend on severity of risk, others would notify
a) No one	18 (35.3%)	38 (52.1%)	38 (58.5%)	43 (47.8%)	138 (49.1%)	
b) Appropriate University Officials (Res. Life staff, V.Pres.)	29 (56.9%)	29 (39.7%)	19 (29.2%)	28 (31.1%)	106 (37.7%)	
c) Family	18 (35.3%)	20 (27.4%)	14 (21.5%)	31 (34.4%)	83 (29.5%)	
d) Other	4 (7.8%)	3 (4.1%)	8 (12.3%)	20 (22.2%)	35 (12.5%)	
74. Centers that have had to give warning to a third party about a student who posed a danger to another person:	8 (16.0%)	18 (25.4%)	14 (21.2%)	26 (29.2%)	67 (24.2%)	A total of 105 students, x=.38, Range 1 - 8.
75. Centers notified (Percentages based on #74):						
a) Police	3 (42.9%)	11 (57.9%)	10 (71.4%)	16 (64.0%)	40 (60.6%)	Others notified: Dean of Students, Res. Life, Family members.
b) Potential victim	6 (85.7%)	11 (57.9%)	11 (78.6%)	15 (60.0%)	44 (66.7%)	
c) Other	2 (29.6%)	9 (47.4%)	4 (28.6%)	4 (16.0%)	19 (28.8%)	
76. For a list of innovative programs, see Appendix E.						
77. Directors' indications of how APA ethical guidelines for working with multicultural students have been reviewed at Center staff meeting:						
a) Yes, very thoroughly.	3 (6.0%)	5 (7.0%)	8 (12.1%)	17 (19.1%)	34 (12.2%)	
b) Yes, but only briefly touched on.	10 (20.0%)	18 (25.4%)	19 (28.8%)	27 (30.3%)	74 (26.6%)	
c) No, and probably won't be.	4 (8.0%)	3 (4.2%)	5 (7.6%)	6 (6.7%)	18 (6.5%)	
d) No, but probably should be.	33 (66.0%)	45 (63.4%)	34 (51.5%)	39 (43.8%)	152 (54.7%)	
78. Directors' view of how well versed their staff is about these guidelines:						
a) Very well versed.	4 (8.5%)	3 (4.2%)	6 (9.0%)	9 (10.0%)	23 (8.3%)	
b) Reasonably well versed.	18 (38.3%)	26 (36.6%)	27 (40.3%)	40 (44.4%)	111 (40.1%)	
c) Know of the guidelines, but not well versed in them.	16 (24.0%)	20 (28.2%)	16 (23.9%)	24 (26.7%)	76 (27.4%)	
d) Little knowledge of the guidelines.	9 (19.1%)	22 (31.0%)	18 (26.9%)	17 (18.9%)	67 (24.2%)	

	<u>Under 2,500</u> (n = 51)	<u>2,500 - 7,500</u> (n = 73)	<u>7,500 - 15,000</u> (n = 67)	<u>Over 15,000</u> (n = 92)	<u>TOTAL</u> (n = 286)	<u>COMMENTS</u> size n=283
79. Centers utilizing the following types of outcomes assessment (Director's checked all that applied):						
a) General student evaluation forms	41 (93.2%)	58 (85.3%)	59 (92.2%)	81 (93.1%)	241 (90.9%)	
b) Pre and Post testing	5 (11.4%)	20 (29.4%)	16 (25.0%)	21 (24.1%)	62 (23.4%)	
c) Post therapy assessment of goal attainment	10 (22.7%)	18 (26.5%)	11 (17.2%)	15 (17.2%)	54 (20.4%)	Other types: OQ45,
d) Other	4 (9.1%)	9 (13.2%)	6 (9.4%)	11 (12.8%)	30 (11.4%)	retention rates.
80. Centers that ask on an evaluation form if counseling has helped students to remain enrolled in their institution:	24 (52.2%)	28 (39.4%)	43 (65.2%)	56 (63.6%)	153 (56.0%)	Positive response from students: $\bar{x}$ =54.5% Range 3-100
81. Centers that ask on an evaluation form if counseling has helped students with academic performance:	25 (54.3%)	35 (50.7%)	34 (52.3%)	59 (70.2%)	155 (58.3%)	Positive response from students: $\bar{x}$ =55.6% Range 3-95
82. Strategies in place on campus to address suicide prevention and postvention:						
a) 24-hour crisis hot line	9 (20.0%)	21 (30.4%)	22 (34.9%)	34 (37.4%)	87 (32.2%)	Other strategies:
b) Participation in National Depression Screening Day	31 (68.9%)	39 (56.5%)	45 (71.4%)	53 (58.2%)	170 (63.0%)	R.A. training, crisis
c) Classroom/Campus psychoeducational program	23 (51.1%)	41 (59.4%)	45 (71.4%)	57 (62.6%)	168 (62.2%)	response team,
d) Community psychoeducational program	6 (13.3%)	10 (14.5%)	13 (20.6%)	16 (17.6%)	46 (17.0%)	pre-college programs,
e) Peer educators who provide suicide information	16 (35.6%)	16 (23.2%)	14 (22.2%)	21 (23.1%)	68 (25.2%)	suicide protocol,
f) Conducting a psychological autopsy to determine etiology of person's decision to commit suicide	5 (11.1%)	4 (5.8%)	7 (11.1%)	15 (16.5%)	31 (11.5%)	Center referral
g) Critical Incident Training	14 (31.1%)	33 (47.8%)	25 (39.7%)	49 (53.8%)	122 (45.2%)	guide given to
h) Other	10 (22.2%)	17 (24.6%)	13 (20.6%)	26 (28.9%)	67 (24.9%)	faculty & staff, campus publications.
83. and 84. See Appendix F for Center Responses to Suicide Related Incidents and Helpful Resources.						
85. Centers that make use of self-help books for clients:	40 (88.9%)	66 (90.4%)	55 (84.6%)	66 (81.5%)	228 (85.7%)	
86. For a list of recommended books for clients, see Appendix G.						
87. Centers that have had staff publish a research article or chapter in the past year:	9 (19.1%)	11 (16.9%)	24 (40.0%)	44 (55.7%)	90 (35.4%)	

## APPENDIX A

### Ethical/Legal Dilemmas Encountered by Counseling Center Directors in the Past Year (Question # 11)

The ethical/legal dilemmas encountered by directors have been put into question form and might be useful to lead staff discussions. Some of the questions will differ slightly so as to disguise the centers involved or to make the question clearer.

1. As a new director how do I turn around a system where current staff are not in compliance with basic ethical guidelines including failure to obtain releases of information, failure to check age of student re parental permission, and reluctance to make child abuse reports?
2. A depressed client has signed a contract promising not to commit suicide. He is on meds prescribed by our psychiatrist and seems somewhat better but states that at times he still feels like ending it all. He trusts me and is strongly opposed to hospitalization. I believe that he will be ok but can't deny that there is some risk. Do I cover my "rear" and seek an involuntary hospitalization or do I stay the course with the client?
3. Can we legally require students who are withdrawn for psychological reasons to be cleared by mental health professionals before being allowed to re-enroll? If yes, should this clearance be provided only by our staff or would the clearance of a non-university MH professional suffice?
4. An intern is emotionally involved with a center staff member (one not involved in the training and supervising of interns). Is this acceptable behavior?
5. Should we allow trainees to take audiotapes of sessions to their academic site for supervision?
6. We have discovered that a staff counselor was removed from an earlier position because of unethical behavior and has had his license suspended in another state. License in this state is valid. Counselor is beyond the probationary period in his employment and has not exhibited inappropriate behavior at our center. How should we respond to the situation?
7. A client has admitted to participating in an armed robbery and is likely to do so again. What is the counselor's responsibility.
8. Our V.P. is not a strong advocate of the Counseling Center and has been threatening to significantly trim our budget. He now wants information about a deceased client. How can this be handled without putting the center at further risk?
9. A resident hall student locked self in room for a week. Is there a "duty to protect" here?
10. Our building is newly renovated and administration wants all office doors open for tours during the day (when not in session) even if counselor is not present. Should we agree?
11. If we treat non-student spouses should they also be entitled to psychiatric consultation and record keeping comparable to that of students?
12. Couple Counseling: Can we release information for one person but not the other?
13. A psychologist released a client's records to her without consulting with director. Client is upset about what has been written about her and believes the psychologist's view of the situation is distorted. What actions should I take?

**Ethical/Legal Dilemmas-continued**

14. A parent called and asked us to call her son. We offered to have the VP's office call but this was not what she wanted. Subsequently she wrote a scathing letter to the VP and President. How might we have handled this better?
15. A client reported to our Equity Office that her counselor (our intern) asked her out. Equity Office informed us of the situation but told us that they would investigate and we should not. They determined that the request for a date was not harassment and told us the case was closed. We were encouraged not to pursue our own actions but felt the inappropriate behavior needed to be addressed. What would you do?
16. Our administration is using mandatory withdrawal for psychological difficulties/disorders without clear policies or due process. What role should we take in this?
17. A client reports that he had physically abused a child in the past. Reporting of these kinds of cases is optional in our state. What should we do?
18. An extremely inflammatory article was published in the student newspaper regarding the counseling center staff. Specific charges were fabricated but defending against them would have compromised our client. How could we have responded (Ed. Note: it is assumed here that the story was given by former client)
19. What do we do when we get a request from family for a deceased student's records?
20. A former client is suing another department at the University. How should we respond to University attorney's request for counseling center records on this client?
21. How should we respond when clients want records released to them and reject our policy of releasing them only after client meets with a counselor to discuss them?
22. What do you do when you discover that two of your ongoing clients are roommates?
23. A student has created considerable concern on campus because of a subtle passive threat and innuendo's about self harm, cries for help, and constant disruptions on campus. Our recommendation is to send student home for psychological reasons. Is this the appropriate way to handle these kinds of cases?
24. How should we handle it if a client has signed a release for records to be released following a subpoena but does not want full record released?
25. What is our responsibility when a client reports being seduced by a professor or in another instance when a client reports a serious fraternity hazing incident in confidence?
26. Are there any special problems for college counselors who are required to see high school students on campus for special summer programs?
27. What responsibility do we have when we refer a suicidal student to a local mental health facility and student is immediately released?
28. One of our clients was hospitalized. We then heard from another source that the client's husband might be neglecting their children. What should our role be?
29. One of our client's was at risk for violent behavior but we were uncertain if we had enough information to ascertain imminent harm. We notified Dean of Students. Were we out of line?

**Ethical/Legal Dilemmas-continued**

30. When a student makes a suicidal attempt, but wants to return to school a week later, what role should we play in this decision?
31. What is our responsibility if a former client (12 years ago) accuses a former staff member of rape?
32. A female student reported in counseling that her father had sexually assaulted her. She has a younger brother at home. Should we report father to appropriate child protection agency?
33. Dean of Students requested names of our clients who have been sexually assaulted for purposes of campus crime report. Are we correct in refusing to provide these names?
34. How can we get a severe anorexic client hospitalized without her consent?
35. Is it appropriate for a counselor to see a client who is romantically involved with a previous client?
36. How do we handle inquiries from parents who are concerned about their child's psychological state following a traumatic residence hall fire (students are in counseling)?
37. How do you handle a clinical supervisor who is socializing excessively with student trainees?
38. Private practitioners send out thank-you notes after someone makes a referral to them so staff questions why they are not allowed to let referring faculty and staff know whether or not the student they referred showed up? How to answer?
39. We have a severely impaired intern who came to us with superb credentials. In our view, he is not currently capable of seeing clients. How can we respond to this situation constructively?
40. What should we do about a client who is in student teaching (high school), and reports sexual involvement with one of her students?
41. How would you handle it if a counselor in your center was receiving elaborate gifts from an international student?
42. How should we respond to a very aggressive Dean who is requesting information on any suicidal students?
43. Should we hire a well qualified applicant for a counseling center position who was a former client of the center?
44. A student with sincere mental health problems was referred by the director of another student services area. One of our counselors met with the student during most of the academic year. The referring director, however, continued to behave as a would-be therapist with the student, seeing her several times a week and making herself available evenings and weekends. The director was not responsive to counselor's suggestion that she limit her involvement with the student. In our view, this behavior by the Director was detrimental to the student progress in therapy. What could we have done?



**APPENDIX B**  
**NEW HIRE TOTAL SALARY DATA**  
**n=286**

	<u>Minority Male</u>	<u>Minority Female</u>	<u>Caucasian Male</u>	<u>Caucasian Female</u>	<u>TOTAL</u>
a) Director	n/a	n/a	63,167 n=6	56,357 n=7	59,460 Range 31-78K (n=13)
b) Training Director	n/a	n/a	57,000 n=1	49,000 n=5	50,300 Range 40-57K (n=6)
c) Assistant or Associate Director	54,000 n=1	n/a	49,556 n=9	41,125 n=4	47,465 Range 32-60K (n=14)
d) Counselor with Ph.D. & exp.	45,250 n=2	46,282 n=11	36,167 n=6	42,029 n=21	42,480 Range 32-66K (n=40)
e) Counselor with new doctorate	37,680 n=4	41,045 n=11	38,393 n=15	38,337 n=19	38,908 Range 32-50K (n=49)
f) Counselor who is A.B.D.	33,352 n=3	39,500 n=2	37,625 n=4	31,667 n=6	34,637 Range 24-40K (n=15)
g) Counselor with M.A. & exp.	35,000 n=1	40,000 n=2	30,833 n=3	34,273 n=18	34,351 Range 22-50K (n=24)
h) Counselor with new M.A.	n/a	30,600 n=2	n/a	25,875 n=4	27,450 Range 19-34K (n=6)
i) Counselor with M.S.W. & exp.	27,000 n=1	39,250 n=2	33,927 n=3	35,000 n=5	34,753 Range 22-50K (n=11)
j) Counselor with new M.S.W.	36,500 n=1	n/a	n/a	34,000 n=3	34,625 Range 30-40K (n=4)
k) Counselor with BA	28,000 n=1	n/a	n/a	17,000 n=1	22,500 Range 17-28K (n=2)
l) Psychiatrist/M.D. (annual salary)	n/a	n/a	n/a	98,000 n=1	98,000 (n=1)
m) Psychiatrist/M.D. (hourly rate)	125.00 n=2	n/a	119.00 n=7	75.00 n=2	112.00 Range 50-150.00(n=11)
n) Pre-Doctoral Intern	16,214 n=7	17,277 n=14	16,607 n=23	16,435 n=31	16,224 Range 5-24K (n=75)
o) Post-Doctoral Intern	16,500 n=2	19,500 n=4	21,167 n=6	20,255 n=11	20,131 Range 11-26K (n=23)
p) Other (e.g. AOD Coordinator, Health Educator, Stipends)	30,000 n=1	n/a	43,000 n=2	38,300 n=3	43,333 Range 30-70K (n=6)
<b>TOTALS</b>	<b>26</b>	<b>48</b>	<b>85</b>	<b>141</b>	



# NEW HIRE SALARY DATA BY SCHOOL SIZE

n=283

## SIZE 1 (Under 2,500)

a) Director	n/a	
b) Training Director	n/a	
c) Assistant or Associate Director	31,500	(n=1)
d) Counselor with Ph.D. & Experience	35,200	(n=1)
e) Counselor with new doctorate	35,000	(n=1)
f) Counselor who is A.B.D.	40,000	(n=1)
g) Counselor with M.A. & experience	25,195 R: 24-28K	(n=4)
h) Counselor with new M.A.	n/a	
i) Counselor with M.S.W. & experience	25,890 R: 22-30K	(n=2)
j) Counselor with new M.S.W.	n/a	
k) Counselor with BA	n/a	
l) Psychiatrist/M.D. (annual salary)	n/a	
m) Psychiatrist/M.D. (hourly rate)	150.00	(n=1)
n) Pre-Doctoral Intern	n/a	
o) Post-Doctoral Intern	n/a	
p) Other	45,000	(n=1)

## SIZE 2 (2,500-7,500)

a) Director	50,300 R: 31-60K	(n=5)
b) Training Director	40,000	(n=1)
c) Assistant or Associate Director	39,833 R: 36-45K	(n=3)
d) Counselor with Ph.D. & Experience	40,464 R: 32-47K	(n=11)
e) Counselor with new doctorate	38,850 R: 30-50K	(n=10)
f) Counselor who is A.B.D.	40,000	(n=1)
g) Counselor with M.A. & experience	37,560 R: 32-47K	(n=5)
h) Counselor with new M.A.	28,000	(n=1)
i) Counselor with M.S.W. & experience	n/a	
j) Counselor with new M.S.W.	40,000	(n=1)
k) Counselor with BA	n/a	
l) Psychiatrist/M.D. (annual salary)	n/a	
m) Psychiatrist/M.D. (hourly rate)	n/a	
n) Pre-Doctoral Intern	15,000 R: 12-19K	(n=8)
o) Post-Doctoral Intern	23,500 R: 20-26K	(n=4)
p) Other	41,000	(n=1)

## Size 3 (7,500-15,000)

a) Director	64,375 R: 50-76K	(n=4)
b) Training Director	57,000	(n=1)
c) Assistant or Associate Director	49,700 R: 39-58K	(n=5)
d) Counselor with Ph.D. & Experience	44,240 R: 38-55K	(n=10)
e) Counselor with new doctorate	38,326 R: 35-46K	(n=11)
f) Counselor who is A.B.D.	36,000 R: 35-37K	(n=2)
g) Counselor with M.A. & experience	29,950 R: 27-33K	(n=4)
h) Counselor with new M.A.	27,750 R: 27-29K	(n=2)
i) Counselor with M.S.W. & experience	31,667 R: 30-33K	(n=3)
j) Counselor with new M.S.W.	32,833 R: 30-37K	(n=3)
k) Counselor with BA	n/a	
l) Psychiatrist/M.D. (annual salary)	98,000	(n=1)
m) Psychiatrist/M.D. (hourly rate)	125.00 R: 100-150	(n=6)
n) Pre-Doctoral Intern	16,167 R: 3-22 K	(n=12)
o) Post-Doctoral Intern	18,500 R: 11-22K	(n=8)
p) Other	44,000	(n=1)

## Size 4 (Over 15,000)

a) Director	66,125 R: 54-78K	(n=4)
b) Training Director	51,250 R: 45-56K	(n=4)
c) Assistant or Associate Director	53,000 R: 45-60K	(n=5)
d) Counselor with Ph.D. & Experience	43,139 R: 37-66K	(n=18)
e) Counselor with new doctorate	39,439 R: 35-48K	(n=26)
f) Counselor who is A.B.D.	33,414 R: 24-40K	(n=11)
g) Counselor with M.A. & experience	37,822 R: 28-50K	(n=11)
h) Counselor with new M.A.	27,067 R: 19-34K	(n=3)
i) Counselor with M.S.W. & experience	39,250 R: 27-50K	(n=6)
j) Counselor with new M.S.W.	n/a	
k) Counselor with BA	22,500 R: 17-28K	(n=2)
l) Psychiatrist/M.D. (annual salary)	n/a	
m) Psychiatrist/M.D. (hourly rate)	84.00 R: 50-150	(n=4)
n) Pre-Doctoral Intern	17,412 R: 6-24K	(n=53)
o) Post-Doctoral Intern	20,091 R: 15-25K	(n=11)
p) Other	43,333 R: 30-70K	(n=3)

**APPENDIX C**  
**TOTAL SALARY DATA**  
**n=286**

Average salary paid to professional staff according to number of years in the position

	<u>1-3 years in position</u>	<u>4-6 years in position</u>	<u>7-9 years in position</u>
a) Director	57,385 Range 29-95K (n=53)	62,140 Range 29-89K (n=45)	60,445 Range 40-83K (n=33)
b) Training Director	47,448 Range 38-68K (n=26)	51,760 Range 39-75K (n=21)	51,950 Range 41-73K (n=14)
c) Assistant or Associate Director	47,560 Range 34-76K (n=36)	49,776 Range 36-65K (n=24)	54,356 Range 41-70K (n=20)
d) Counselor with Ph.D.	40,973 Range 31-66K (n=118)	44,789 Range 27-79K (n=79)	50,063 Range 35-86K (n=46)
e) Counselor who is A.B.D.	35,235 Range 23-43K (n=20)	34,000 (n=1)	39,250 Range 39-40K (n=2)
f) Counselor with M.A.	34,283 Range 19-52K (n=48)	36,449 Range 28-54K (n=36)	39,942 Range 29-57K (n=27)
g) Counselor with M.S.W.	36,116 Range 22-53K (n=27)	40,171 Range 30-50K (n=13)	38,836 Range 30-54K (n=10)
h) Counselor with BA	20,000 (n=1)	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	105,250 Range 94-127K (n=4)	102,706 Range 94-115K (n=6)	117,581 Range 104-140K (n=5)
j) Psychiatrist/M.D. (hourly rate)	103.00 Range 40-150.00 (n=26)	104.00 Range 50-150.00 (n=6)	100.00 Range 80-120.00 (n=3)
k) Pre-Doctoral Intern	16,174 Range 6-24K (n=55)	n/a	n/a
l) Post-Doctoral Intern	20,365 Range 10-29K (n=17)	n/a	n/a
m) Learning Skills Specialist	34,480 Range 23-50K (n=7)	41,330 Range 30-54K (n=4)	44,606 Range 33-56K (n=2)
n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator)	35,912 Range 27-49K (n=8)	36,433 Range 25-43K (n=3)	35,275 Range 34-36K (n=2)
	<u>10-12 years in position</u>	<u>13-15 years in position</u>	<u>15+ years in position</u>
a) Director	70,516 Range 30-104K (n=41)	68,909 Range 37-106K (n=24)	77,374 Range 47-116K (n=73)
b) Training Director	59,789 Range 46-82K (n=16)	61,186 Range 37-87K (n=5)	70,886 Range 42-88K (n=16)
c) Assistant or Associate Director	54,420 Range 33-80K (n=17)	58,236 Range 48-87K (n=8)	61,236 Range 40-88K (n=25)
d) Counselor with Ph.D.	53,320 Range 33-94K (n=46)	53,668 Range 42-76K (n=24)	60,426 Range 44-100K (n=39)
e) Counselor who is A.B.D.	46,896 Range 41-60K (n=7)	53,690 Range 41-66K (n=2)	55,468 Range 44-78K (n=5)
f) Counselor with M.A.	46,149 Range 35-69K (n=22)	43,517 Range 27-70K (n=11)	46,584 Range 28-74K (n=21)
g) Counselor with M.S.W.	42,307 Range 28-63K (n=19)	40,423 Range 31-47K (n=4)	48,095 Range 34-61K (n=10)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	105,025 Range 95-120K (n=4)	138,000 (n=1)	100,242 Range 91-110K (n=5)
j) Psychiatrist/M.D. (hourly rate)	110.00 Range 95-125.00 (n=5)	98.00 Range 75-120.00 (n=3)	84.00 Range 62-124.00 (n=4)
k) Pre-Doctoral Intern	n/a	n/a	n/a
l) Post-Doctoral Intern	n/a	n/a	n/a
m) Learning Skills Specialist	42,385 Range 35-58K (n=5)	43,924 (n=1)	45,677 Range 36-51K (n=5)
n) Other	64,053 Range 48-80K (n=2)	n/a	43,000 (n=1)

# **SALARY DATA BY SCHOOL SIZE**

n=283

## **Size 1 (Under 2,500):**

	<b><u>1-3 years in position</u></b>	<b><u>4-6 years in position</u></b>	<b><u>7-9 years in position</u></b>
a) Director	44,872 Range 29-65K (n=9)	47,766 Range 34-63K (n=8)	56,915 Range 40-83K (n=8)
b) Training Director	38,000 (n=1)	n/a	n/a
c) Assistant or Associate Director	40,043 Range 34-52K (n=4)	41,167 Range 36-47K (n=3)	n/a
d) Counselor with Ph.D.	42,641 Range 38-50K (n=6)	26,680 (n=1)	45,000 (n=1)
e) Counselor who is A.B.D.	33,000 (n=1)	n/a	n/a
f) Counselor with M.A.	28,799 Range 22-32K (n=7)	36,270 Range 33-40K (n=5)	38,000 Range 36-40K (n=2)
g) Counselor with M.S.W.	32,584 Range 22-43K (n=5)	50,000 (n=1)	n/a
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	n/a	n/a	n/a
j) Psychiatrist/M.D. (hourly rate)	87.50 Range 75-100.00 (n=2)	n/a	n/a
k) Pre-Doctoral Intern	n/a	n/a	n/a
l) Post-Doctoral Intern	n/a	n/a	n/a
m) Learning Skills Specialist	n/a	n/a	n/a
n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator)	28,200 (n=1)	n/a	n/a
	<b><u>10-12 years in position</u></b>	<b><u>13-15 years in position</u></b>	<b><u>15+ years in position</u></b>
a) Director	51,208 Range 30-75K (n=6)	55,937 Range 37-80K (n=8)	68,102 Range 57-87K (n=9)
b) Training Director	n/a	36,660 (n=1)	n/a
c) Assistant or Associate Director	50,071 Range 37-60K (n=4)	n/a	46,800 Range 46-48K (n=2)
d) Counselor with Ph.D.	n/a	41,713 (n=1)	62,100 Range 49-75K (n=2)
e) Counselor who is A.B.D.	n/a	n/a	n/a
f) Counselor with M.A.	39,000 Range 37-40K (n=3)	35,500 Range 27-44K (n=2)	58,650 Range 43-74K (n=2)
g) Counselor with M.S.W.	36,000 (n=1)	n/a	34,000 (n=1)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	n/a	n/a	n/a
j) Psychiatrist/M.D. (hourly rate)	97.50 Range 95-100.00 (n=2)	n/a	n/a
k) Pre-Doctoral Intern	n/a	n/a	n/a
l) Post-Doctoral Intern	n/a	n/a	n/a
m) Learning Skills Specialist	n/a	n/a	n/a
n) Other	n/a	n/a	n/a

**SALARY DATA****Size 2 (2,500 - 7,500):**

	<b><u>1-3 years in position</u></b>	<b><u>4-6 years in position</u></b>	<b><u>7-9 years in position</u></b>
a) Director	56,300 Range 40-70K (n=16)	58,894 Range 29-80K (n=11)	55,174 Range 44-70K (n=9)
b) Training Director	41,333 Range 39-45K (n=3)	44,011 Range 39-49K (n=3)	42,642 (n=1)
c) Assistant or Associate Director	43,590 Range 34-61K (n=9)	50,000 (n=1)	49,507 Range 47-50K (n=3)
d) Counselor with Ph.D.	41,261 Range 31-51K (n=26)	46,167 Range 38-60K (n=16)	56,285 Range 45-86K (n=7)
e) Counselor who is A.B.D.	37,117 Range 30-40K (n=7)	n/a	n/a
f) Counselor with M.A.	36,617 Range 28-47K (n=12)	36,875 Range 31-41K (n=9)	39,663 Range 33-56K (n=8)
g) Counselor with M.S.W.	38,200 Range 31-52K (n=4)	37,690 Range 30-45K (n=4)	42,000 Range 35-54K (n=3)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	n/a	n/a	120,000 (n=1)
j) Psychiatrist/M.D. (hourly rate)	115.00 Range 85-150.00 (n=6)	150.00 (n=1)	n/a
k) Pre-Doctoral Intern	16,466 Range 12-20K (n=8)	n/a	n/a
l) Post-Doctoral Intern	22,075 Range 20-24K (n=2)	n/a	n/a
m) Learning Skills Specialist	n/a	40,500 Range 35-46K (n=2)	n/a
n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator)	35,000 Range 29-41K (n=2)	n/a	n/a
	<b><u>10-12 years in position</u></b>	<b><u>13-15 years in position</u></b>	<b><u>15+ years in position</u></b>
a) Director	64,306 Range 44-96K (n=10)	81,900 Range 59-105K (n=5)	76,025 Range 54-115K (n=12)
b) Training Director	72,285 Range 60-80K (n=3)	71,165 Range 55-87K (n=2)	n/a
c) Assistant or Associate Director	44,300 Range 33-57K (n=3)	72,665 Range 58-87K (n=2)	67,500 Range 50-85K (n=2)
d) Counselor with Ph.D.	61,594 Range 47-94K (n=4)	51,813 Range 44-62K (n=3)	69,750 Range 52-100K (n=4)
e) Counselor who is A.B.D.	43,500 Range 41-46K (n=2)	66,000 (n=1)	50,000 (n=1)
f) Counselor with M.A.	45,496 Range 38-55K (n=6)	n/a	44,645 Range 34-54K (n=4)
g) Counselor with M.S.W.	40,156 Range 30-50K (n=5)	n/a	55,000 (n=1)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	n/a	n/a	95,000 (n=1)
j) Psychiatrist/M.D. (hourly rate)	110.00 (n=1)	100.00 (n=1)	n/a
k) Pre-Doctoral Intern	n/a	n/a	n/a
l) Post-Doctoral Intern	n/a	n/a	n/a
m) Learning Skills Specialist	38,000 (n=1)	n/a	n/a
n) Other	n/a	n/a	n/a

## SALARY DATA

### Size 3 (7,500 - 15,000):

	<u>1-3 years in position</u>	<u>4-6 years in position</u>	<u>7-9 years in position</u>
a) Director	61,605 Range 44-72K (n=14)	57,217 Range 41-73K (n=10)	58,342 Range 44-67K (n=5)
b) Training Director	45,125 Range 39-60K (n=5)	49,799 Range 41-59K (n=5)	54,280 Range 48-61K (n=2)
c) Assistant or Associate Director	49,209 Range 39-67K (n=9)	46,088 Range 40-58K (n=4)	53,547 Range 41-70K (n=6)
d) Counselor with Ph.D.	38,741 Range 31-44K (n=23)	42,324 Range 28-55K (n=22)	48,569 Range 35-69K (n=12)
e) Counselor who is A.B.D.	36,000 Range 35-37K (n=2)	n/a	38,500 (n=1)
f) Counselor with M.A.	33,418 Range 27-42K (n=10)	35,614 Range 30-40K (n=6)	39,232 Range 35-51K (n=6)
g) Counselor with M.S.W.	35,342 Range 30-39K (n=5)	39,600 Range 32-44K (n=4)	33,783 Range 30-36K (n=3)
h) Counselor with BA	20,000 (n=1)	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	110,500 Range 94-127K (n=2)	98,000 (n=1)	n/a
j) Psychiatrist/M.D. (hourly rate)	106.00 Range 75-150.00 (n=8)	85.00 (n=1)	100.00 (n=1)
k) Pre-Doctoral Intern	14,074 Range 8-19K (n=11)	n/a	n/a
l) Post-Doctoral Intern	19,340 Range 15-22K (n=4)	n/a	n/a
m) Learning Skills Specialist	31,356 (n=1)	n/a	n/a
n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator)	n/a	n/a	36,450 (n=1)
	<u>10-12 years in position</u>	<u>13-15 years in position</u>	<u>15+ years in position</u>
a) Director	75,546 Range 61-87K (n=10)	56,250 Range 53-60K (n=2)	77,321 Range 51-110K (n=21)
b) Training Director	60,449 Range 48-82K (n=7)	n/a	68,397 Range 42-83K (n=7)
c) Assistant or Associate Director	55,133 Range 40-75K (n=3)	47,500 (n=1)	60,975 Range 40-84K (n=7)
d) Counselor with Ph.D.	51,626 Range 33-70K (n=14)	56,198 Range 44-70K (n=6)	61,074 Range 48-88K (n=7)
e) Counselor who is A.B.D.	41,370 (n=1)	41,380 (n=1)	n/a
f) Counselor with M.A.	38,750 Range 35-42K (n=4)	47,456 Range 34-70K (n=7)	45,615 Range 30-57K (n=7)
g) Counselor with M.S.W.	39,192 Range 33-49K (n=3)	42,350 (n=1)	50,000 (n=1)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	n/a	n/a	100,000 (n=1)
j) Psychiatrist/M.D. (hourly rate)	125.00 (n=1)	n/a	102.00 Range 80-124.00 (n=2)
k) Pre-Doctoral Intern	n/a	n/a	n/a
l) Post-Doctoral Intern	n/a	n/a	n/a
m) Learning Skills Specialist	n/a	n/a	42,229 Range 36-48K (n=2)
n) Other	79,632 (n=1)	n/a	n/a



**SALARY DATA****Size 4 (Over 15,000):**

	<b><u>1-3 years in position</u></b>	<b><u>4-6 years in position</u></b>	<b><u>7-9 years in position</u></b>
a) Director	62,448 Range 42-95K (n=14)	74,637 Range 59-89K (n=16)	68,280 Range 52-82K (n=11)
b) Training Director	49,877 Range 39-68K (n=16)	54,303 Range 41-75K (n=13)	52,372 Range 41-73K (n=11)
c) Assistant or Associate Director	51,200 Range 36-76K (n=14)	53,233 Range 42-65K (n=14)	56,120 Range 47-70K (n=11)
d) Counselor with Ph.D.	41,510 Range 31-66K (n=63)	46,046 Range 32-79K (n=40)	49,684 Range 38-73K (n=25)
e) Counselor who is A.B.D.	33,988 Range 23-43K (n=10)	34,000 (n=1)	40,000 (n=1)
f) Counselor with M.A.	35,284 Range 19-52K (n=19)	36,579 Range 28-54K (n=16)	40,886 Range 29-57K (n=11)
g) Counselor with M.S.W.	37,129 Range 25-53K (n=13)	40,765 Range 32-47K (n=4)	40,251 Range 34-47K (n=4)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	100,000 (n=2)	103,648 Range 94-115K (n=5)	116,977 Range 103-140K (n=4)
j) Psychiatrist/M.D. (hourly rate)	96.00 Range 40-150.00 (n=10)	93.00 Range 50-120.00 (n=3)	100.00 Range 80-120.00 (n=2)
k) Pre-Doctoral Intern	16,750 Range 6-24K (n=36)	n/a	n/a
l) Post-Doctoral Intern	20,427 Range 10-29K (n=11)	n/a	n/a
m) Learning Skills Specialist	35,000 Range 23-50K (n=6)	42,161 Range 30-54K (n=2)	44,606 Range 33-56K (n=2)
n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator)	37,821 Range 27-49K (n= 5)	36,433 Range 25-43K (n=3)	34,100 (n=1)
	<b><u>10-12 years in position</u></b>	<b><u>13-15 years in position</u></b>	<b><u>15+ years in position</u></b>
a) Director	79,026 Range 50-104K (n=15)	78,966 Range 66-106K (n=8)	80,926 Range 47-116K (n=29)
b) Training Director	52,770 Range 46-57K (n=6)	63,500 Range 58-69K (n=2)	72,822 Range 53-88K (n=9)
c) Assistant or Associate Director	60,935 Range 43-80K (n=7)	54,611 Range 50-63K (n=5)	62,533 Range 52-88K (n=14)
d) Counselor with Ph.D.	53,298 Range 40-75K (n=27)	53,835 Range 43-76K (n=14)	59,157 Range 44-89K (n=25)
e) Counselor who is A.B.D.	49,975 Range 44-60K (n=4)	n/a	56,835 Range 44-78K (n=4)
f) Counselor with M.A.	52,256 Range 39-69K (n=9)	38,000 (n=1)	44,443 Range 28-57K (n=7)
g) Counselor with M.S.W.	44,948 Range 28-63K (n=10)	39,781 Range 31-47K (n=3)	49,908 Range 43-61K (n=6)
h) Counselor with BA	n/a	n/a	n/a
i) Psychiatrist/M.D. (annual salary)	105,025 Range 95-120 K (n=4)	138,000 (n=1)	102,070 Range 91-110K (n=3)
j) Psychiatrist/M.D. (hourly rate)	120.00 (n=1)	98.00 Range 75-120.00 (n=2)	67.00 Range 62-72.00 (n=2)
k) Pre-Doctoral Intern	n/a	n/a	n/a
l) Post-Doctoral Intern	n/a	n/a	n/a
m) Learning Skills Specialist	43,482 Range 35-58K (n=4)	43,924 (n=1)	47,976 Range 45-51K (n=3)
n) Other	48,474 (n=1)	n/a	43,000 (n=1)

## APPENDIX D

### Reasons for Increase in Serious Psychological Problems (Question #46)

The most popular explanation for the increasing severity of psychological problems among college students are listed as follows:

1. Increasing family dysfunction including divorce, parental drug and alcohol abuse, reduced adult presence in home because both parents work, and generally poor parenting skills. (Community abandonment and decreasing societal morals also listed.)
2. Because of the above most argue that over the past few decades many children:
  - a. Have been too pampered and have not had the opportunity to develop good defense skills such as tolerance for frustration.
  - b. Have been too often exposed to violence and abuse in the home.
  - c. Experimented too early with drugs, alcohol and sex.
  - d. Have little time for adult attachment because of their obsession with TV, the Internet and popular movies.
  - e. Have as their idols, especially in the entertainment industry, people who are constantly stretching the boundaries of socially acceptable behavior.
  - f. Are ill prepared, because of some of the above reasons, to face the intense pressure they are under in the adolescent years to achieve at a high level.
3. Many students who would not have made it to college in the past because of their psychological problems now do because of medication. Large numbers of these students end up in college counseling centers.
4. The American Disabilities Act has also made it possible for many students with emotional disabilities to gain admittance to college.
5. Vocational Rehabilitation offices now view colleges and universities as a good referral source for clients who may otherwise be unemployable because of their psychological problems. They provide scholarships for these students to attend college. Other mental health professionals also recommend college for many of their patients because college campuses are more tolerant than other settings. Residence halls are sometimes viewed as halfway houses, and are a way to separate emotionally ill patients from dysfunctional families.
6. Reduction in community mental health services.
7. Broadened enrollment practices may make college campuses more representative of populations at large. There are great increases in the number of students from resource poor communities. The psychological pressure on students who are ill prepared for college is great.
8. Increased alcohol abuse and increased psychological dysfunction go hand-in-hand.
9. Some directors believe that the increased demand for psychological services in general has put great pressure on understaffed centers, and that it may just appear to overcrowded counselors that problems are getting worse.
10. Several directors attributed the problem either to "El Nino" or to a vast right wing conspiracy.

## APPENDIX E

### Examples of Innovative Programs

(Question #76)

Programs listed with ID numbers for networking purposes.

#### Academic Enhancement

- 5 Joint collaboration of Psychological, Learning, and Disability Support Service groups, administration and faculty to produce "blurb" for course syllabi; lists campus support services available to students experiencing difficulty.
- 75 Academic Improvement Program: Academic classes for students on academic suspension with seamless interface with other counseling center services.
- 135 Consultation services to MBA program-involves group process consultation with diversified MBA student work groups.
- 140 PASS (Preparation for Achieving Scholastic Success): Structured, semester-long program for students on academic probation, consisting of weekly psycho-ed group and individual counseling.
- 171 Academic Success Program; Scholars Mentorship Program.
- 205 Academic Achievement Groups: Developed in conjunction with academic skills counselors in another campus unit; combines study skills information, group support, and group techniques to help students on academic probation.
- 262 Individualized program for potential drop-outs: Facilitates making withdrawal a positive experience, or to enables them to adapt and remain.

#### Faculty/Staff Development

- 27 Program to divert issue of mandatory counseling to an EAP-type assessment team.
- 37 Prevention Programming in Resident Assistant classes (mandatory during this year = 1 credit course).
- 82 Workshops for faculty members on identifying and referring students in distress.
- 119 staff member of another facility (substance abuse program) offers on-site evaluations and expedites referrals for that facility.
- 177 Monthly Research Breakfasts: Staff meets for early breakfasts; one or two staff are assigned to present research articles for discussion.
- 232 Faculty and staff guide for helping distressed students.
- 239 We have a biennial intern reunion. This is a 1.5 day affair with most staff participating-it is a combination of learning and social.

#### Office Management

- 34 Flex time to generate evening hours.
- 122 Protege Database and Scheduling Program for client records and reports
- & 273
- 164 UCCD Software for nearly all record keeping/communications and scheduling.
- 251 Electronic book for appointments.
- 265 Support staff put in charge of filling groups and notifying group members, assigning space and assigning next therapist in line to do the group.

#### Therapeutic

- 40 5 module self-esteem program developed by staff member.
- 157 Brief therapy process group for students on short term therapy list-lots of groups.
- 175 Mindfulness Meditation/Psychotherapy groups: Combine meditation and insight oriented therapy.
- 192 Psychiatrist from the Health Centre works at center case conferences and sees students for medication assessment.
- 219 Shyness Group; Phototherapy.
- 224 Group work with coping skills; Group work with family-based issues.



**Outreach**

- 29 Post Doc's affiliation with the Residence Halls.
- 33 Setting up an outreach table in the cafeteria once a month.
- 60 Established a new graduate assistant position funded by Housing and Resident Life to provide outreach in the residence halls.
- 104 Mass Art Cares: Program to reach out to at-risk students using faculty, administration and students as 'we care' resource folk.
- 107 Campus outreach workshops: Stress reduction, marital arts, philosophy, mental health, and healthy eating patterns.
- 206 'Invitation-Outreach' Model: Respond to invited program requests at host unit's sites.
- 214 'Don't cancel Class' program.
- 216 Spiritual Pathways- co-sponsored with Chancellor to promote spiritual or religious diversity (Wiccan, Judaism, ect.) in an isolated predominantly Christian setting.
- 257 'Loveline': Follow MTV format with live audience; students write questions on index cards.

**Peer Education**

- 1 HIV/AIDS Peer Education.
- 14 Peer Education Program: Students serve as student coordinators to other clubs/groups on campus re: wellness programs.
- 96 Peer Leadership Training Student Speaker Bureau: They do 90% of our educational programming.
- 92 Peer education class and practicum for academic credit in psychology/education.
- 110 Peer Educators Program: 'Who Wants to Be a Metropolitaine?'
- 114 AIM (Assistance in Motion): Peer Education Group,
- 121 SEDE: Peer education program specifically focused on sorority members.
- 155 Urban Initiatives Program: Trained, supervised, and accompanied peer leaders to local high school's to make social norms presentations on college alcohol use to change misperceptions.
- 181 Peer Counseling Program: Selected upperclassmen mentor freshmen/new students during orientation, registration, and their first year of college.

**Psychoeducational**

- 114 'Nightmoves': Theatrical Group with performances on social issues.
- 123 Mandatory sexual assault education for incoming freshmen.
- 124 Conflict Management Workshop for First Year Experience.
- 182 Weekly Workshops: Extra credit given by some faculty, average attendance is 60.
- 204 'Inner Voices': Facilitation Course.
- 227 Anger Management Workshops.
- 235 Consultation Café: Questions can be posed to one of our faculty; Ask the Shrink-Student newspaper column where one of our faculty answers a question asked at our consultation cafe with the student's permission.

**Drug and Alcohol**

- 12 Use stress inventory and substance abuse screening instruments to screen and assess students who have been adjudicated for alcohol sanctions.
- 90 Social marketing campaign to reduce high risk drinking: Fortune cookies and lolipops with messages about rates of alcohol use, personalized blood alcohol cards (laminated) to inform students about the effects of drinking based on their weight.
- 100 State funded grant to form a coalition to reduce underage drinking -- with city police, university police, community groups, and bar owners.
- 165 Alcohol program this year staged a DUI accident with public safety, health center and police.
- 204 Alcohol assessment for incapacitation.
- 232 Poster campaign to decrease binge drinking with slogan, "Drink Less" (i.e.: Close-up of a frog's face with the caption, "Did he look better when you talked to him last night?")

**Athletics**

- 73 Athletic Career Track (ACT)- a freshman to senior year series of workshops and educational activities regarding career decision-making and career development for student athletes.
- 163 Female Student Athletes and Body Image Program.

**Eating Disorders**

- 8 Wellness issues in 'body art': Eating disorder web page with question and answer separate from center web page; positive norming posters developed on campus.
- 35 Eating Concerns Treatment Team.
- 65 Love Your Body Week: Focused on eating disorders/body image; included peer education, lectures, screenings, women's group.
- 69 Eating Disorder Team (EDT): Multidisciplinary program to link resources of student health center and counseling center; offers outreach programs and meets monthly for treatment management of students with eating disorders.
- 124 Peer Theatre for psychoeducation on Eating Disorder/Body Image.
- 207 UK C.A.R.E.S. - about eating disorders: Task force expanded to include a student organization and peer training program.
- 274 Eating Disorder Committee-interdisciplinary team approach.

**Health / Wellness**

- 53 Co-sponsored Health Fair with student organizations; included a drumming circle, free popcorn and free 15 minute massages.
- 64 Wellness Café: Counseling Services sponsors a series of weekly theme topics around psychosocial, career, nutrition, and academic issues; materials are available during the cafe held each Monday for 1.5 hours during dinner time in main Dining Hall.
- 67 Project Wellness-Diverse wellness programming planned and implemented by the Wellness Committee (group of staff, faculty and students interested in Wellness issues); Lending library, Stress Lab Resource Room.
- 143 Wellness Center on campus, holding a wellness fair.
- 166 Wellness Education Presentations: Conjointly with psychology dept classes; topic examples-eating disorders, dream interpretation, hypnosis, guided visualization.
- 246 A stress free zone during the afternoons of exam week where students come to relax before, between, and after exams.

**Career**

- 40 Employee Mentor Program: For one semester, students are matched with potential employers for lunches, programs, site visits, etc.
- 124 Initiation of a one credit Career Development Course.
- 200 'Making A Right Choice: Students take interest inventory; compare scale scores to actual choice of a major for compatibility; Choosing a Major and Career Goal course-two credit hours; has identity and decision-making focus (positive retention data).

**Diversity/ Multicultural**

- 10 SAFE Project: Program to eliminate sexual violence against women.
- 25 Voices of Discovery: Multicultural education program for students for credit.
- 52 Quarterly debriefing sessions with multicultural affairs student mentors.
- 69 Safe Zone Program-More than 325 faculty, staff and student membership; members display a Safe Zone symbol in their workplaces to identify those on campus supportive of LGBT concerns.
- 101 Men's film series used as a springboard to discuss gender role issues.
- 154 Women's History Month Programming.
- 199 Cultural Diversity Bag Lunch Series-Relaxed, interactive format to encourage student dialogue about issues in a multicultural environment; local business owner provided food for each lunch.
- 204 Program of Intergroup Relations-Cultural Diversity Course.
- 268 Established a support system/network for gay/lesbian students

## APPENDIX F

### Center Responses to Suicide Related Incidents and Helpful Resources (Questions #83 and #84)

1. Most schools do "no harm" contracts with the students who are considering suicide. In the majority of these cases students are treated effectively at the counseling center without involving outside assistance. Several directors found the Harvard Medical School Guide to Suicide Assessment and Intervention helpful.
2. Most schools also have had to hospitalize suicidal students. Often students have agreed to voluntary hospitalization but involuntary hospitalization is frequently necessary. Most report that their efforts have been successful and that the center staff frequently continued with therapy once the crisis was over.
3. Parents were called in several cases when, in the judgment of the treating clinician, this seemed like the most appropriate thing to do. Some families are not all that supportive but in most instances they were helpful in averting the crisis; sometimes taking the student home and obtaining therapy in the community.
4. Team efforts were common in cases of suicidal threats. At times the teams were made up of center staff if the "at risk" student was an active client. If the threat was made actively (in a residence hall for instance) the team would include professional staff from other areas.
5. Most centers report cooperative working relationships with hospital units that receive suicidal students. There are problems on some campuses, where no psychiatric facilities are located nearby and "at risk" students need to be transported many miles away for treatment.
6. Large numbers of centers responded to calls for assistance with a suicidal student in a residence hall, classroom, administrative office, or other location. The interventions reported on these cases were remarkably successful.
7. When a suicidal attempt is made in a public area counseling centers have been involved in many ways. If the attempt is unsuccessful they arrange hospitalization and may talk with parents or others on a "need to know" basis. If the attempt was successful they may work with the coroners office, parents, and administrative officials of the university. They may also help to arrange memorial services. In almost all cases, counselors are invaluable in debriefing activities with friends of the student or observers of the incident. In some cases supportive counseling was provided to police officers who were on the scene at the time of the incident. Counselors have also facilitated meetings with staff at the student's workplace and led post-incident workshops for faculty who wanted to become better at recognizing students who might be experiencing emotional difficulties. Many of the counselors utilized post-suicide CISM type interventions.
8. It is evident from the reports of directors to these questions that counseling center staffs are regularly involved with situations where there is some potential for suicide. It is also evident that these interventions are more often than not successful. When suicides do occur they invariably involve students who are not in counseling. Even in these instances counseling centers prove to be an invaluable service to their campuses through their debriefing expertise.
9. Other helpful resources cited: Adolescent Suicide Assessment and Intervention by Berman & Jobes, Guide to Suicide Assessment & Intervention by Jacobs, Journal of Suicide and Life Threatening Behavior, Night Falls Fast by Jamison, Perspectives on College Suicide by Garn, The Power to Prevent Suicide by Nelson, The Suicidal Patient by Chiles & Strousahl, The Suicidal Patient by Bonger.

## APPENDIX G

### Selected List of Recommended Self-Help Books for Clients (Question #86)

Listed alphabetically by title; first author given.

\* Books that have been recommended more than once.

<u>Title</u>	<u>Author</u>
Angry All the Time	Potter, Beverly
The Angry Book	Rubin, T.I.
Anger: The Misunderstood Emotion	Tavris, Carol
Anxiety and Depression: The Best Resources To Help You Cope	Wemhoff, Richard
The Anxiety Disease	Sheehand, David V.
**Anxiety and Phobia Workbook	Bourne, Edmund
The Beast	Thompson, Tracy
Beat Procrastination and Make the Grade	Sapadin, Linda
Best Little Boy in the World	Tobias, A.
*Booklet Series	Bete, Channing L.
Boundaries	Katherine, Anne
*Brain Lock	Schwartz, Jeffrey
A Brilliant Madness	Duke, Patty
*Care of the Soul	Moore, Thomas
Coping with Personal Crisis	Stern, Kaiser
Coping With Trauma: A Guide to Self-Understanding	Allen, Jon G.
Couples	Broderick, Calfred
*The Courage to Heal: A Guide for Women Survivors of Sexual Abuse	Bass, Ellen
*The Courage to Laugh: Humor, Hope, and Healing in the	
Face of Death and Dying	Klein, Allen
Diary of an Eating Disorder	Smith, C.
Don't Call It Love	Carnes, Patrick
Drama of the Gifted Child	Miller, Alice
*Dying to Be Thin: Understanding and Defeating Anorexia Nervosa	
and Bulimia	
***Feeling Good	Sacker, Ira
Feel the Fear and Do It Anyway	Burns, David
From Stress to Strength	Jeffers, Susan
Fully Human, Fully Alive	Eliot, Robert
**Dance of Anger: A Woman's Guide to Changing the Patterns	Powell, John
Of Intimate Relationships	
**Dance of Intimacy: A Woman's Guide to Courageous Acts of	
Change in Key Relationships	Lerner, Harriet
*Driven to Distraction: Recognizing and Coping With	
Attention Deficit Disorder	Lerner, Harriet
*Emotional Intelligence	
*An End to Panic: Breakthrough Techniques For Overcoming Panic	Hallowell, Edward
Disorder	Goleman, Daniel
Geeks	
Getting Control (OCD)	Zuercher, Elke
Girl Interrupted	Katz, Jon
The Good Marriage	Baer, Lee
Hope and Help for Your Nerves	Kaysen, Susanna
How to Control Your Anger Before It Controls You	Wallerstein
How to Stubbornly Refuse to Make Yourself Miserable About Anything	Weeks, Claire
*How to Survive the Loss of a Love	Ellis, Albert
I Never Called it Rape	Ellis, Albert
	Colgrove, Melba
	Warshaw, R.

**Title**

\*Intimate Connections  
 It's My Life Now: Starting Over After Relationship Abuse  
 or Domestic Violence  
 \*It Will Never Happen to Me  
 \*Learned Optimism  
 \*Lost in the Mirror (Borderline PD)  
 \*Love is Never Enough  
 Love 101  
 Making Peace With Food  
 \*Making Peace With Your Parents  
 \*Mastery of Your Anxiety and Panic: Client Workbook  
 \*Mind Over Mood: Change How You Feel by Changing the  
 Way You Think  
 Money Without Madness  
 No Time To Say Goodbye (suicide)  
 The Other Side of Silence: Women Tell Their Experiences with  
 Date Rape; Dating Violence  
 Out and About on Campus: Person Accounts by LGBT Students  
 Options for Mastering the Challenges of College Life: A Handbook  
 for Students With A History of Family Alcohol or Substance Abuse  
 Overcoming the Fear of Success  
 Perfect Women  
 Reinventing Your Life: How to Break Free from Negative Life  
 Patterns and Feel Good Again  
 Raising an Emotionally Intelligent Child  
 Rebuilding When Your Relationship Ends  
 \*Relaxation and Stress Reduction Workbook  
 Reviving Ophelia  
 The Right to Innocence  
 A Risky Relationship: Alcohol and Sex  
 \*The Road Less Traveled  
 The Scarred Soul: Understanding and Ending Self-Inflicted Violence  
 Self-Esteem Comes in all Sizes  
 The Seven Principles of Making Marriage Work  
 Shyness: What It Is and What to Do About It  
 \*Stop Obsessing  
 \*The Struggle for Intimacy  
 Student Self-Help Series  
 Surviving an Eating Disorder  
 \*Trauma and Recovery  
 Victims No Longer: Men Recovering From Incest and Other  
 Sexual Child Abuse  
 \*Tuesdays With Morrie  
 \*An Unquiet Mind  
 Virtual brochures on www  
 Wasted  
 What to Do When He Has a Headache: Renewing Desire and  
 Intimacy in Your Relationship  
 What Color is Your Parachute?  
 \*When I Say No, I Feel Guilty  
 Wishcraft: How to Get What You Really Want  
 The Worrywart's Companion  
 You Can Beat Depression  
 \*Your Perfect Right: A Guide to Assertive Living

**Author**

Burns, David  
  
 Dugan, Meg  
 Black, Claudia  
 Seligman, Martin  
 Moskovitz, Richard A.  
 Beck, Aaron  
 McWilliams, Peter  
 Kano, Susan  
 Bloomfield, Harold  
 Barlow, David  
  
 Greenberger, Dennis  
 Brigham, Karen  
 Fine, Carla  
  
 Levy, Barrie  
 Howard, Kim  
  
 Children of Alcoholics Found.  
 Friedman, Martha  
 Dowling; Colette  
  
 Young, J.  
 Gattman, John  
 Fisher, Bruce  
 Davis, Martha  
 Pipher, M.  
 Engle, Beverly  
 American Council for Drug Ed.  
 Peck, M. Scott  
 Alderman, T.  
 Johnson, Carol  
 Gottman, John M.  
 Zimbardo, Philip  
 Foa, Edna B.  
 Wotitz, Janet  
 Ohio University  
 Siegel, M.  
 Herman, Judith  
  
 Lew, Mike  
 Albom, Mitch  
 Jamison, Kay R.  
 /southalabama.edu/counseling  
 Hornbacher, Marya  
  
 Wolfe, Janet  
 Bolles, Richard  
 Smith, Manuel J.  
 Sher, Barbara  
 Potter, Beverly  
 Preston, John  
 Alberti, Robert E.

The following pages contain directories to assist you in matching counseling centers with their identification numbers. Beginning on this page is an alphabetical listing by last name of all counseling center directors. On the following pages is a list that is organized alphabetically by institution name. Some institutions whose surveys were not included in the data analysis can be found at the end of that list.

# **ALPHABETIZED LISTING OF PARTICIPANTS - Name follows directory number.**

257	Abhold, Joseph J.	98	Cook, Donelda A.	107	Geller, Pamela A.
24	Aiken, Jim	130	Cook, Colleen M.	186	Gilchrist, Lou Ann
111	Alishio, Kip C.	261	Cooper, Stewart	249	Glash, Kathleen
240	Anton, William D.	103	Cotrone, Dan J.	183	Gordhamer, Rolf
37	Arce, Elsa	114	Cox, Linda M.	117	Gordon, Michael
171	Atkins, Pamlyn	256	Craig, Donald H.	119	Grayson, Paul
96	Atkinson, M. Bernard	232	Crary, Penny	276	Greer, Richard M.
146	Azar, James	25	Crego, Clyde A.	229	Grosz, Richard
136	Backels, Steve	225	Cross, David M.J.	266	Hammond, Barbara
105	Baker, Ted	269	Crusoe, Jack	196	Harman, Robert L.
263	Balderrama, Sylvia R.	41	Daine, Michael J.	19	Harrar, William R.
285	Balistreri, Thomas J.	17	Danchise, Roger	112	Harris, Harold
62	Barclay, Rosalyn	47	Davidshofer, Charles O.	122	Hattauer, Edward A.
162	Bayne, Robert D.	223	Davidson, Jamie	30	Hatton, John M.
166	Becker, Ronald	178	Dayton, Rebecca	53	Hayes, Denise
154	Behen, Joseph	71	Deakin, Spencer F.	135	Heitzmann, Dennis
218	Biegen, Sharon	66	DeHart, Linda	50	Hersh, Jeffrey B.
93	Birky, Ian	14	Dellutri, Alexandra	141	Hershbelle, Anne S.
198	Bishop, John	73	DePalma, Diane M.	104	Hinand, Gail D.
208	Blair, J. Douglas	151	DePauw, Mary E.	216	Hodges, Shannon
128	Blaish, Ilene	180	DiMino, John	125	Hollingsworth Reese, K.
134	Bob, Sheila R.	230	DiNuzzo, Theresa M.	254	Holmes, James
31	Boer, Warren	275	DiTulio, Jim	234	Hopkins, Warren P.
207	Bolin-Reece, Mary C.	13	Donn, Patsy A.	115	Hopkins, Nina
40	Bolland, Herbert R.	142	Doran, Lindley E.	278	Horn, Rita
113	Booth, Janis C.	147	Dore, Patricia	123	Hotelling, Kathy
239	Bowersock, Roger	233	Dougharty, Houston	108	Hurley, George
210	Boyd, Vivian S.	99	Doyle, Michael	181	Hyde-Perry, Fannie
9	Branch, Teresa S.	247	Drum, David J.	242	Hymoff, Ira H.
267	Brounck, Thomas M.	116	Dugan, Meg	149	Hynes, M. Jean
200	Brown, Steve D.	95	Dyer, James	118	Irvine, John S.
176	Brown-DePass, M.	221	Edwards, John A.	280	Jacks, Richard N.
110	Bruce-Sanford, Gail	156	Ehrensorth, Jonathan	259	Jackson, Jeff
268	Brummels, Lin	6	Erickson, Lloyd	70	John, Kenneth B.
46	Brummet, Ron	49	Erskine, Charlene	76	Jones, William H.
175	Brynes, L. Anne	226	Everhart, Deborah	8	Jones, Dan
63	Bucell, Michael	191	Fellegrath, John T.	164	Kafka, Eric
185	Bufano, Suzanne	270	Ferrari, Nancy	202	Kahn, Alfred J.
131	Burks, Suzanne M.	279	Ferrell, Donald	212	Kahn, Malcolm
144	Cann, Laura	69	Fields, Anika C.	174	Kaufman, Robin
248	Cannici, James	91	Fillicetti, Peter	79	Kazin, Robert
32	Chagnon, Jean	100	Flynn, Christopher	28	Kemmerling, Robert G.
150	Chandler, David	90	Forbes, Karen J.	190	Keyes, Lee N.
22	Chapman, Ronald K.	244	Fox, Ray P.	246	King, Andrew B.
143	Christian, Carole	211	Frizzell, D. Christine	241	King, Bradford D.
45	Christiansen, M. Dennis	92	Fuchs, Kathleen F.	277	Kiracofe, Norman M.
56	Clack, Jim	21	Fygetakis, Leah M.	245	Klukken, P. Gary
236	Clark, Al	138	Gabbard, Clinton E.	3	Kondrot, Jacquelyn S.
160	Coffman, Janet	168	Garni, Ken	12	Krieger, Marian E.
109	Cogdal, Pamela A.	121	Gaynor, Margaret K.	33	Krylowicz, Brian
157	Coniglio, Connie	137	Geller, Marvin H.	148	LaRossa, Virginia

284	Lauffenburger, Linda	59	Petiprin, Gary L.	82	Weiner, Kim
80	Lear, Shelly	23	Phillips, William	219	Welt, Kenneth
102	Lee, Kelly H.	64	Piscitelli, Beverly V.	81	Wessel, Thomas R.
205	Lees, Robert	51	Pollard, Jeff	264	Whitney, Joan
140	Levine, Heidi	2	Pollard, Norman J.	152	Williams, Suzanne Smith
187	LeViness, Peter	222	Portnoy, Robert N.	253	Williams, John L.
65	Levinson, Tamar	167	Price, Neil I.	126	Wood, Elizabeth P.
89	Light, Randall	188	Pruett, Harold L.	42	Yates, Dick
189	Lillard, Margaret	52	Ramirez, Mark	273	Yuva, Catherine
5	Lipson, Abigail	286	Rando, Robert A.	87	Zimmerman, Tamera
84	Locher, Linda	35	Rapaport, Ross		
283	Loers, Deborah L.	133	Raskin, Richard		
179	Long, Larry	77	Reed, Jeannine		
201	Lucas, Sue W.	199	Resnick, Jaquelyn Liss		
39	Mack, Dolores E.	165	Richards, Sheri		
48	Mallishum, Ivy J.	274	Ritchie, John		
282	Marion, David J.	72	Roberts, Ralph		
193	Marsh, Ken	243	Rockett, Geraldine		
18	Marshall, Jennifer	58	Roeder, Lynn M.		
74	Matthews, David	184	Rosen, Don		
139	McCaffrey, Elizabeth	127	Ross, Charles		
255	McGratin, Robert A.	7	Ruhl, Jerry M.		
20	McGuinness, Thomas	10	Russell, L. A.		
97	McKinney, Maribel	129	Ryland, Betsy		
36	McKinney, Rhonda	120	Salter, Lee		
27	McMurray, David	132	Sanderson, Rebecca A.		
67	Mednick, David	192	Saslove, Howard		
209	Meuler, Michael	88	Scanlon, Catherine		
258	Meyer, Roger J.	217	Schemmel, Dennis		
145	Mikinski, Tamara Coder	94	Schneider, John R.		
67	Mills, Alice	214	Schroat, David A.		
228	Mitchell, Barbara S.	238	Schwalm, Virginia		
85	Mond, Michael	235	Schwarz, Allan J.		
1	Moore, Deborah J.	204	Seals, Tom		
260	Morgan, Victor	161	Settle, Karen		
172	Morocco, Paul E.	262	Sieveling, Nicholas		
169	Morris, Wayne	220	Simono, R.B. (Sam)		
215	Morris, Katherine L.	29	Sivertsen, Wiggy		
203	Morris, James D.	177	Snodgrass, Gregory		
197	Mueller, Steven D.	271	Southwick, Richard		
272	Neese, Elizabeth A.	83	Spano, David B.		
55	Nelms, Ann	159	St. John, Judy		
57	Nelson, John E.	26	St. Peter, Shirley		
195	Ness, Ernie	194	Steel, Catherine M.		
16	Neubauer, Lane B.	75	Stiglitz, Eloise		
86	Newton, Fred B.	206	Stone, Gerald		
163	Nicholls, Greg	153	Strauss, Bernice		
68	Nowell, Cheryl	173	Thomas, Susan		
54	O'Hare, Marianne M.	237	Thomas, Barbara		
252	Olona, Maggie	43	Thompson, Mark D.		
60	Onestak, David	38	Tieman, Anita R.		
78	Pace, Diana	11	Tippitt, Gayle		
15	Pack, Glenn	213	Tirado, Mildred C.		
155	Pakalns, Gail	158	Tooley, Lois		
224	Parker, Lois J.	101	Torresdal, Pamela		
34	Parkhurst, John C.	231	Towle, David		
281	Parnes, Jane C.	44	Vinson, Michael L.		
251	Parsons, Joseph A.	227	Wagner-Adams, Carol A.		
170	Peagler, Richard C.	61	Walker, Jen Colvin		
124	Pelton-Cooper, Mary	265	Warren, Brian E.		
4	Perkins, Robert J.	250	Weigel, Richard G.		

**COUNSELING CENTER DIRECTORY 2000 - Alphabetized by School**

- 001 Albany State University**  
Counseling Center  
540 College Drive  
Albany GA 31705  
Deborah J. Moore  
Phone: 912-430-4667  
Fax: 912-430-3826
- 002 Alfred University**  
Counseling & Student  
Development Services  
Saxon Drive  
Alfred NY 14802  
Norman J. Pollard  
Phone: 607-871-2300  
Fax: 607-871-2341  
pollard@alfred.edu
- 003 Allegheny College**  
Counseling Center  
Box 17  
Meadville PA 16335  
Jacquelyn S. Kondrot  
Phone: 814-332-4368  
Fax: 814-332-2333  
jkondrot@alleg.edu
- 004 Alma College**  
Center for Student Development  
Alma MI 48801-1599  
Robert J. Perkins  
Phone: 517-463-7225  
Fax: 517-463-7277  
perkins@alma.edu
- 005 American University**  
Psychological Services  
201 Mary Graydon Center  
Washington DC 20016  
Abigail Lipson  
Phone: 202-885-3360  
Fax: 202-885-1042  
alipson@american.edu
- 006 Andrews University**  
Counseling & Testing Center  
Berrien Springs MI 49104  
Lloyd Erickson  
Phone: 616-471-3470  
ctcenter@andrews.edu
- 007 Antioch College**  
Counseling Service  
795 Livermore Street  
Yellow Spring OH 45387  
Jerry M. Ruhl  
Phone: 937-767-6407  
Fax: 937-767-6452
- 008 Appalachian State University**  
Counseling & Psychological  
Services  
P.O. Box 32044  
Boone NC 28608-2044  
Dan Jones  
Phone: 828-262-3180  
Fax: 828-262-3182  
jonesdl@appstate.edu
- 009 Arizona State University**  
Counseling and Consultation  
Student Services Bldg. 334  
Tempe AZ 85287-1012  
Teresa S. Branch  
Phone: 480-965-6147  
Fax: 480-965-3426  
tbranch@asu.edu
- 010 Auburn University**  
Personal Assessment/  
Counseling Service  
118 Foy Union  
Auburn AL 36849  
L. A. Russell  
Phone: 334-844-5123  
Fax: 334-844-6110  
russela@mail.auburn.edu
- 011 Azusa Pacific University**  
University Counseling Center  
901 E. Alosta Ave  
P.O. Box 7000  
Azusa CA 91702-7000  
Gayle Tippitt  
Phone: 626-815-6000 x3252  
Fax: 626-815-3800  
tgriffith@apunet.apu.edu
- 012 Baldwin Wallace College**  
Counseling Center  
275 Eastland Road  
Berea OH 44017  
Marian E. Krieger  
Phone: 440-826-2180  
Fax: 440-826-3382  
mkrieger@bw.edu
- 013 Ball State University**  
Counseling & Psych. Services  
Lucina Hall 315  
Muncie IN 47304  
Patsy A. Donn  
Phone: 317-285-1264  
Fax: 317-285-2081  
%padonn@bsu.edu
- 014 Barat College**  
Counseling Center  
700 E. Westleigh Road  
Lake Forest IL 60045  
Alexandra Dellutri  
Phone: 847-615-5054  
Fax: 847-615-5053  
adellutri@barat.edu
- 015 Baylor University**  
Counseling Center  
P.O. Box 97060  
Waco TX 76798-7060  
Glenn Pack  
Phone: 254-710-2567  
Fax: 254-710-2460  
glenn\_pack@baylor.edu
- 016 Beaver College**  
Counseling Center  
Church & Easton Aves.  
Glenside PA 19038-3295  
Lane Neubauer  
Phone: 215-572-4091  
Fax: 215-881-8787  
neubauer@beaver.edu
- 017 Bentley College**  
Counseling Service  
175 Forest Street  
Waltham MA 02154-4705  
Roger Danchise  
Phone: 781-891-2274  
Fax: 781-891-2474  
rdanchise@bentley.edu
- 018 Berea College**  
Counseling Center  
CPO 2310  
Berea KY 40404  
Jennifer Marshall  
Phone: 606-985-3212  
Fax: 606-985-3910  
marshall@berea.edu
- 019 Bloomsburg University**  
Center for Counseling & Human  
Development  
Ben Franklin 17  
Bloomsburg PA 17815  
William R. Harrar  
Phone: 717-389-4255  
Fax: 717-389-4640
- 020 Boston College**  
Counseling Services  
Gasson Hall - 108  
Chestnut Hill MA 02467  
Thomas P. McGuinness  
Phone: 617-552-3310  
Fax: 617-552-2562  
mcguines@bc.edu
- 021 Boston University**  
Counseling Center  
19 Deerfield Street  
Boston MA 02215  
Leah M. Fygetakis  
Phone: 617-353-3540  
Fax: 617-353-5891  
lfygetak@bu.edu



- 022 Brigham Young University**  
Counseling & Career Center  
2518 WSC  
Provo UT 84604  
Ronald K. Chapman  
Phone: 801-378-6291  
Fax: 801-378-8184  
rkchapma@stlgate.byu.edu OR  
Ronald\_Chapman@byu.edu
- 023 Bryant College**  
Counseling Services  
1150 Douglas Pike  
Smithfield RI 02917  
William Phillips  
Phone: 401-232-6045  
Fax: 401-232-6362  
wphillip@bryant.edu
- 024 California Polytech State University**  
Health & Psych. Services  
San Luis Obispo CA 93407  
Jim Aiken  
Phone: 805-756-2511  
Fax: 805-756-6525  
jaiken@calpoly.edu
- 025 California State University**  
Counseling & Psych. Services  
226 Brotman Hall  
Long Beach CA 90840-0111  
Clyde A. Crego  
Phone: 502-985-4001  
Fax: 502-985-8817  
ccrego@csulb.edu
- 026 California State University-Fullerton**  
Counseling & Psych. Services  
P.O. Box 6830  
Fullerton CA 92834-683  
Shirley St. Peter  
Phone: 714-278-3040  
Fax: 714-278-7089  
sstpeter@fullerton.edu
- 027 California State University-Humboldt**  
Counseling Center  
Arcata CA 95521-4957  
David McMurray  
Phone: 707-826-3236  
Fax: 707-826-5732  
krd1@humboldt.edu
- 028 California State University-NR**  
University Counseling Services  
18111 Nordhoff Street  
Northridge CA 91330-8217  
Robert G. Kemmerling  
Phone: 818-677-2364  
Fax: 818-677-2371  
robert.kemmerling@csun.edu
- 029 California State University-San Jose**  
Counseling Center  
ADM 201  
One Washington Sq.  
San Jose CA 95192-0035  
Wiggys Sivertsen  
Phone: 408-924-5940  
Fax: 408-924-5933  
wiggys@email.sjsu.edu
- 030 California State University-SB**  
Psychological Counseling Center  
HC-136-5500 University Parkway  
San Bernardino CA 92407  
John M. Hatton  
Phone: 909-880-5040  
Fax: 909-880-7027  
jhatton@wiley.csusb.edu
- 031 Calvin College**  
Counseling Center  
3201 Burton S.E.  
Grand Rapids MI 49546  
Warren J. Boer  
Phone: 616-957-6125  
Fax: 616-957-8504  
boerwa@calvin.edu
- 032 Carleton College**  
The Wellness Center  
One North College Street  
Northfield MN 55057  
Jean Chagnon  
Phone: 507-646-4079  
Fax: 507-646-5038  
jchagnon@acs.carleton.edu
- 033 Casper College**  
Counseling Center  
125 College Dr.  
Casper WY 82601  
Brian Krylowicz  
Phone: 307-268-2604  
Fax: 307-268-2444  
briank@admin.cc.whecn.edu
- 034 Catholic University**  
Counseling Center  
126 O'Boyle Hall  
Washington DC 20064  
John C. Parkhurst  
Phone: 202-319-5765  
Fax: 202-319-5570  
parkhurst@cua.edu
- 035 Central Michigan University**  
Counseling Center  
102 Foust Hall  
Mt. Pleasant MI 48859  
Ross Rapaport  
Phone: 517-774-3381  
Fax: 517-774-1124  
Ross.J.Rapaport@cmich.edu
- 036 Central Washington Univ.**  
C.W.U. Counseling Center  
400 East 8th Avenue  
Ellensburg WA 98926-7585  
Rhonda McKinney  
Phone: 509-963-1391  
Fax: 509-963-1886  
mckinner@cwu.edu
- 037 Chatham College**  
Counseling, Student Health, & Counseling Services  
Woodland Road  
Pittsburgh PA 15232  
Elsa Arce  
Phone: 412-365-1282  
Fax: 412-365-1620  
arce@chatham.edu
- 038 Christopher Newport Univ.**  
Office of Career & Counseling Services  
50 Shoe Lane  
Newport News VA 23606  
Anita R. Tieman  
Phone: 804-594-7639
- 039 Claremont College**  
Counseling Center  
735 N. Dartmouth Ave.  
Claremont CA 91711-3990  
Delores E. Mack  
Phone: 909-621-8202  
Fax: 909-621-8482  
deloresm@cuc.claremont.edu
- 040 Clarion University of PA**  
Counseling Center  
148 Egbert Hall  
Clarion PA 16214  
Herbert R. Bolland  
Phone: 814-393-2255  
Fax: 814-393-1904  
HBolland@Clarion.edu
- 041 Clemson University**  
Counseling & Psych. Services  
Box 344022  
Clemson SC 29634-4022  
Michael Daine  
Phone: 803-656-2451  
Fax: 803-656-2652  
wburgan@clemson.edu
- 042 Cleveland State University**  
Counseling Center  
UC 254B 2121 Euclid Ave.  
Cleveland OH 44115  
Richard I. Yates  
Phone: 216-687-2277  
Fax: 216-687-5547

- 043 Colgate University**  
Counseling & Psych. Services  
13 Oak Drive  
Hamilton NY 13346-1398  
Mark D. Thompson  
Phone: 315-228-7385  
Fax: 315-228-7053  
mdthompson@mail.colgate.edu
- 044 College of Charleston**  
Counseling & Psych. Services  
Charleston SC 29424  
Michael Vinson  
Phone: 843-953-5640  
Fax: 843-953-8283  
vinsonm@cofc.edu
- 045 College of William & Mary**  
Counseling Center  
Blow Memorial Hall, Rm 240  
Williamsburg VA 23187-8795  
Martha Dennis Christiansen  
Phone: 757-221-3620  
Fax: 757-221-3615  
mdchri@wm.edu
- 046 Colorado School of Mines**  
Student Development &  
Academic Services  
1400 Maple Street  
Golden CO 80401-1887  
Ron Brummett  
Phone: 303-273-3377  
Fax: 303-384-2009  
rbrummet@mines.edu
- 047 Colorado State University**  
Counseling Center  
C-36 Clark Building  
Fort Collins CO 80523-8010  
Charles O. Davidshofer  
970-491-6053  
970-491-2382  
cdavidshofer@ucc.colostate.edu
- 048 Columbus State University**  
The Counseling Center  
146 DAV 4225 University Ave.  
Columbus GA 31907-5645  
Ivy J. Mallisham  
Phone: 706-568-2233  
Fax: 706-568-2434  
mallisham\_ivy@colstate.edu
- 049 Creighton University**  
Counseling & Psych. Services  
2500 California Plaza  
Omaha NE 68178  
Charlene Erskine  
Phone: 402-280-2733  
Fax: 402-280-4773  
cerskine@creighton.edu
- 050 Dartmouth College**  
Counseling Center  
7 Rope Ferry Rd #6143  
Hanover NH 03755-1421  
Jeffrey B. Hersh  
Phone: 603-650-1442  
Fax: 603-650-1839  
jeffrey.hersh@dartmouth.edu
- 051 Denison University**  
Health & Counseling Center  
Whisler Hall Box M  
Granville OH 43023-1368  
Jeff Pollard  
Phone: 740-587-6647  
Fax: 740-587-6758  
pollard@denison.edu
- 052 DePaul University**  
University Counseling Services  
2345 N. Sheffield Ave., Suite 302  
Chicago IL 60614  
Mark L. Ramirez  
Phone: 773-325-7784  
Fax: 773-325-4535  
mramirez@wppost.dpaul.edu
- 053 DePauw University**  
Counseling Services  
408 S. Locust Street, Rm 210  
Greencastle IN 46135  
Denise Hayes  
Phone: 765-658-4268  
Fax: 765-658-4274  
dhayes@depauw.edu
- 054 Drew University**  
Counseling & Psych. Services  
36 Madison Ave  
Madison NJ 07940  
Marianne M. O'Hare  
Phone: 973-408-3398  
Fax: 973-408-3216  
mohare@drew.edu
- 055 Drury College**  
Counseling Center  
900 N Benton  
Springfield MO 65802  
Ann Nelms  
Phone: 417-865-8731
- 056 Duke University**  
Counseling & Psych. Services  
Box 90955  
Durham NC 27708-0955  
Jim Clack  
Phone: 919-660-1000  
Fax: 919-660-1024  
jim.clack3v@duke.edu
- 057 Duquesne University**  
Counseling Center  
308 Administration Building  
Pittsburgh PA 15282  
John E. Nelson  
Phone: 412-396-6208  
Fax: 412-396-6577  
nelson@suq2.cc.duq.edu
- 058 East Carolina University**  
Center for Counseling & Student  
Development  
316 Wright Building  
Greenville NC 27858-4353  
Lynn M. Roeder  
Phone: 252-328-6661  
Fax: 252-328-4868  
roderl@mail.ecu.edu
- 059 East Tennessee State  
University**  
Counseling Center  
P.O. Box 70724  
Johnson City TN 37614-0724  
Gary L. Petiprin  
Phone: 423-439-4841  
Fax: 423-439-8668  
petiprin@etsu.edu
- 060 Eastern Illinois University**  
Counseling Center  
600 Lincoln  
Charleston IL 61920  
David Onestak  
Phone: 217-581-3413  
Fax: 217-581-7208  
cfdmo@eiu.edu
- 061 Eastern Kentucky University**  
Counseling Center  
Weaver 202  
Richmond KY 40475  
Jen Colvin Walker  
Phone: 606 622-1303  
Fax: 606 622-1020  
couwalke@acs.eku.edu
- 062 Eastern Michigan University**  
Counseling Services  
Snow Health Center  
Ypsilanti MI 48197  
Roselyn Barclay  
Phone: 734-487-1118  
Fax: 734-481-0050  
rosalyn.barclay@emich.edu
- 063 Edinboro University of PA**  
Counseling & Personal  
Development  
135 McNerney Hall  
Edinboro PA 16444  
Michael Bucell  
Phone: 814-732-2252  
Fax: 814-732-2262  
bucell@edinboro.edu
- 064 Elizabethtown College**  
Counseling Services  
One Alpha Drive  
Elizabethtown PA 17022-2298  
Beverly V. Piscitelli  
Phone: 717-361-1405  
Fax: 717-361-1209  
piscitelli@acad.etown.edu

- 065 Elmhurst College**  
The Wellness Center-  
Counseling Services  
190 Prospect  
Elmhurst IL 60126-3296  
Tamar Levinson  
Phone: 630-617-3560  
Fax: 630-617-3255  
tamarL@elmhurst.edu
- 066 Embry-Riddle Aero University**  
Counseling Center  
600 S Clyde Morris Blvd  
Daytona Beach FL 32114-3900  
Linda DeHart  
Phone: 904-226-6035  
Fax: 904-226-6082  
dehartl@cts.db.erau.edu
- 067 Fairleigh Dickinson Univ.-Tea**  
Wellness Center: Counseling  
Service  
1000 River Road, T010F  
Teaneck NJ 07660  
Alice Mills and David Mednick  
Phone: 201-692-2174  
Fax: 201-692-2642  
mednick@mailbox.fdu.edu
- 068 Florida Int. University**  
Counseling & Psych.  
Services Center  
GC 211 University Park  
Miami FL 33199  
Cheryl Nowell  
Phone: 305-348-2434  
Fax: 305-348-3950  
Nowellc@flu.edu
- 069 Florida State University**  
Student Counseling Center  
Tallahassee FL 32306-2141  
Anika C. Fields  
Phone: 850-644-2003  
Fax: 850-644-3150  
afields@admin.fsu.edu
- 070 Franklin & Marshall College**  
Mental Health-Counseling  
Service  
P.O. Box 3003  
Lancaster PA 17604-3003  
Kenneth B. John  
Phone: 717-291-4083  
Fax: 717-399-4459  
k\_john@fandm.edu
- 071 Frostburg State University**  
Counseling Center  
Pullen Hall 109  
Frostburg MD 21532  
Spencer Deakin  
Phone: 301-687-4234  
Fax: 301-687-3065  
sdeakin@frostburg.edu
- 072 George Mason University**  
Counseling Center  
4400 University Drive  
Fairfax VA 22030  
Ralph Roberts  
Phone: 703-993-2380  
Fax: 703-993-2378  
roberts@gmu.edu
- 073 George Washington Univ.**  
Counseling Center  
2033 K Street NW Suite  
330 Washington DC 20052  
Diane M. DePalma  
Phone: 202-994-5300  
Fax: 202-994-5267  
ddepalma@gwu.edu
- 074 Georgia Southern University**  
Counseling Center  
P.O. Box 8011  
Statesboro GA 30460-8011  
David P. Matthews  
Phone: 912-681-5541  
Fax: 912-681-0834  
d\_matthews@gsuvm2.cc.gasou.  
edu
- 075 Georgia State University**  
Counseling Center  
University Plaza CC-12  
Atlanta GA 30303-3097  
Eloise Stiglitz  
Phone: 404-651-2211  
Fax: 404-651-1714  
coueas@panther.gsu.edu
- 076 Gettysburg College**  
Counseling Center  
Box 424  
Gettysburg PA 17325  
William H. Jones  
Phone: 717-337-6960  
Fax: 717-337-6978  
wjones@gettysburg.edu
- 077 Goucher College**  
Counseling Center  
Towson MD 21204  
Jeannine Reed  
Phone: 410-337-6050  
Fax: 410-337-6051  
jreed@goucher.edu
- 078 Grand Valley State University**  
Counseling Center  
1 Campus Drive  
Allendale MI 49401-9403  
Diana Pace  
Phone: 616-895-3266  
Fax: 616-895-3215  
paced@gvsu.edu
- 079 Hamilton College**  
Counseling Center  
198 College Hill Road  
Clinton NY 13323  
Robert Kazin  
Phone: 315-859-4340  
Fax: 315-859-4046  
rkazin@hamilton.edu
- 080 Hobart & William Smith  
Colleges**  
Counseling Center  
Geneva NY 14456  
Shelly Lear  
Phone: 315-781-3600  
Fax: 315-781-3802  
Lear@HWS.EDU
- 081 Howard University**  
Counseling Center  
6th & Bryant Streets NW  
Washington DC 20059  
Thomas R. Wessel  
Phone: 202-806-6870  
Fax: 202-806-7299  
twessel@howard.edu
- 082 Indiana University of PA**  
Counseling & Student Dev. Ctr.  
Suite 1, University Sq V  
1179 Grant St.  
Indiana PA 15705-1087  
Kim Weiner  
Phone: 724-357-2621  
Fax: 724-357-7728  
kweiner@grove.iup.edu
- 083 Ithaca College**  
Counseling Center  
101 Hammond Center  
Ithaca NY 14850 - 7115  
David Spano  
Phone: 607-274-3136  
Fax: 607-274-1844  
dspano@ithaca.edu
- 084 James Madison University**  
Counseling & Student Dev. Ctr.  
Varner Hall MSC 0801  
Harrisonburg VA 22807  
Linda L. Locher  
Phone: 540-568-6552  
Fax: 540-568-8096  
locherll@jmu.edu
- 085 Johns Hopkins University**  
Counseling & Student Dev. Ctr.  
Merryman Hall West Wing  
Baltimore MD 21218  
Michael Mond  
Phone: 410-516-8278  
Fax: 410-516-4286  
mond@jhu.edu

- 086 Kansas State University**  
Counseling Center  
232 Lafene  
Manhattan KS 66506-3301  
Fred B. Newton  
Phone: 785-532-6927  
Fax: 785-532-6627  
newtonf@ksu.edu
- 087 Keene State College**  
Counseling Center  
229 Main Street  
Keene NH 03435-2803  
Tamera Zimmerman  
Phone: 603-358-2438  
Fax: 603-358-2257  
tzimmerm@Keene.edu
- 088 Kent State University**  
Counseling Center  
325 White Hall  
Kent OH 44242  
Catherine Scanlon  
Phone: 330-672-2208  
Fax: 330-672-3063  
cscanlon@educ.kent.edu
- 089 Keystone College**  
Counseling Center  
PO Box 50  
La Plume PA 18440-1099  
Randall Light  
Phone: 717-945-5141 ext.2801  
Fax: 717-945-7977  
rlight@ptdprolog.net
- 090 Lafayette College**  
Lafayette College Counseling  
Center  
Bailey Health Center/2nd Floor  
Easton PA 18042  
Karen J. Forbes  
Phone: 610-330-5005  
Fax: 610-330-5704  
forbesk@lafayette.edu
- 091 LaSalle University**  
Counseling Center  
1900 W. Olney Ave.  
Philadelphia PA 19141  
Peter Filicetti  
Phone: 215-951-1355
- 092 Lawrence University**  
Counseling Center  
Box 599  
Appleton WI 54912  
Kathleen F. Fuchs  
Phone: 920-832-6574  
Fax: 920-832-7488  
fuchsk@lawrence.edu
- 093 Lehigh University**  
Counseling Service  
36 University Drive  
Bethlehem PA 18015-3060  
Ian Birky  
Phone: 610-758-3880  
Fax: 610-758-6207  
itb0@lehigh.edu
- 094 Lewis and Clark College-OR**  
Counseling Center  
Box 135  
Portland OR 97219  
John R. Schneider  
Phone: 503-768-7160  
Fax: 503-768-7105
- 095 Loma Linda University**  
Loma Linda University Psych.  
Medical Group  
P.O. Box 1007  
Loma Linda CA 92354  
James Dyer  
Phone: 909-558-4505  
Fax: 909-558-6090  
jd@som.llu.edu
- 096 Louisiana State University**  
Student Health Center  
Infirmary Road  
Baton Rouge LA 70808-2401  
M. Bernard Atkinson  
Phone: 225-388-8774  
Fax: 225-388-1147  
matkins@lsu.edu
- 097 Louisiana Tech University**  
Counseling Center  
P.O. Box 3177 T.S.  
Ruston LA 71272-0001  
Maribel McKinney  
Phone: 318-257-2488  
Fax: 318-257-2961  
kay@latech.edu
- 098 Loyola College**  
Counseling Center  
4501 N. Charles Street  
Baltimore MD 21210  
Donelda A. Cook  
Phone: 410-617-5109  
Fax: 410-617-2001  
dac@loyola.edu
- 099 Loyola Marymount University**  
Student Psychological Services  
7900 Loyola Blvd.  
Los Angeles CA 90045-8485  
Michael Doyle  
Phone: 310-338-2868  
Fax: 310-338-1805  
mdoyle@lmumail.lmu.edu
- 100 Loyola University**  
Counseling Center/Career  
Development  
Box 200 6363 St. Charles Ave.  
New Orleans LA 70118  
Christopher Flynn  
Phone: 504-865-3835  
Fax: 504-865-3025  
flynn@lovno.edu
- 101 Luther College**  
Counseling Center  
700 College Drive  
Decorah IA 52101  
Pamela C. Torresdal  
Phone: 319-387-1375  
Fax: 319-387-2159  
torrespa@luther.edu
- 102 Marian College**  
Learning and Counseling Center  
3200 Cold Spring Road  
Indianapolis IN 46222-1997  
Kelly H. Lee  
Phone: 317-955-6150  
Fax: 317-955-6415  
kellylee@marian.edu
- 103 Marquette University**  
Counseling Center  
Holthusen Hall, 204  
P.O. Box 1881  
Milwaukee WI 53233-1881  
Dan Cotrone  
Phone: 414-288-7172  
Fax: 414-288-7172  
cotroned@vms.csd.mu.edu
- 104 Massachusetts College of Art**  
Counseling Services  
621 Huntington Ave.  
Boston MA 02115  
Gail Hinand  
Phone: 617-232-1555 x364  
Fax: 617-232-4985  
ghinand@massart.edu
- 105 McGill University**  
Counseling Center  
Brown Building  
3600 McTavish St. Suite 4200  
Montreal QC CANADA H3A1X1  
Ted Baker  
Phone: 514-398-3601  
Fax: 514-398-8149  
tedb@stuserv.ian.mcgill.ca
- 106 McMaster University**  
Centre For Student Development  
409 Hamilton Hall  
Hamilton ON CANADA L8S 4K1  
Phone: 905-525-9140 ext.24711  
Fax: 905-528-3749

- 107 MCP Hahnemann University**  
Student Counseling Center  
245 N. 15th St., Mail Stop 515  
Philadelphia PA 19102  
Pamela A. Geller  
Phone: 215-762-7625  
Fax: 215-762-8706
- 108 Memorial University of NF**  
University Counseling Centre  
St. John's Newfoundland  
CANADA A1C5S7  
George W. Hurley  
Phone: 709-737-8874  
Fax: 709-737-3011  
ghurley@morgan.uccs.mun.ca
- 109 Memphis State University**  
Center for Student Development  
111 Scates Hall  
Memphis TN 38152  
Pamela Cogdal  
Phone: 901-678-2067  
Fax: 901-678-4895  
pcogdal@memphis.edu
- 110 Metro State College of Denver**  
Counseling Center  
Campus Box 5 P.O. Box 173362  
Denver CO 80217-3362  
Gail Bruce-Sanford  
Phone: 303-556-3132  
Fax: 303-556-4760  
brucesan@mscd.edu
- 111 Miami University**  
Counseling Center  
B-30 Warfield Hall  
Oxford OH 45056  
Kip C. Alishio  
Phone: 513-529-4634  
Fax: 513-529-2975  
alishio@muohio.edu
- 112 Millersville University**  
Counseling Center  
P.O. Box 1002  
Millersville PA 17551-0302  
Harold J. Harris Jr.  
Phone: 717-872-3122  
Fax: 717-872-3885  
hharris@marauder.millersv.edu
- 113 Millsaps College**  
Counseling Center  
PO Box 150031  
Jackson MS 39210  
Janis C. Booth  
Phone: 601-974-1200  
Fax: 601-974-1229  
boothjc@millsaps.edu
- 114 Mississippi State University**  
Counseling Center  
Drawer NL  
Mississippi State MS 39762  
Linda M. Cox  
Phone: 601-325-2091  
Fax: 662-325-0297  
lindac@saffairs.msstate.edu
- 115 Morgan State Univ. of MD**  
Counseling Center  
1700 E. Coldspring Lane  
Baltimore MD 21251  
Nina Hopkins  
Phone: 443-885-3150  
nhopkins@moac.morgan.edu
- 116 New England College**  
Counseling Center  
Henniker NH 03242-3296  
Meg Dugan  
Phone: 603-428-2310  
Fax: 603-428-7230  
mkd@necl.nec.edu
- 117 New Jersey City University**  
Medical & Psych. Services  
54 College Street  
Jersey City NJ 07305  
Michael Gordon  
Phone: 201-200-3165  
Fax: 201-200-2558  
mgordon@njcu.edu
- 118 New Mexico State University**  
Counseling Center, Dept. 3575  
P.O. Box 30001  
Las Cruces NM 88003-8001  
John S. Irvine  
Phone: 505-646-2731  
Fax: 505-646-1975  
jirvine@nmsu.edu
- 119 New York University**  
University Counseling Service  
726 Broadway 4th Fl.  
New York NY 10003  
Paul A. Grayson  
Phone: 212-998-4777  
Fax: 212-995-4096  
paul.grayson@nyu.edu
- 120 North Carolina State-RAL**  
Counseling Center  
P.O. Box 7312  
Raleigh NC 27695-7312  
Lee Salter  
Phone: 919-515-8828  
Fax: 919-515-8525  
mlsalter@gw.ncsu.edu
- 121 North Dakota State University**  
Counseling Center  
Box 5226  
Fargo ND 58105  
Margaret K. Gaynor  
Phone: 701-231-7675  
gaynor@plains.nodakedu
- 122 Northeastern University**  
Ctr. for Counseling & Stud. Dev.  
302 Ell Bldg. 360 Huntington Ave  
Boston MA 02115  
Edward Hattauer  
Phone: 617-373-2142  
Fax: 617-373-4142  
e.hattauer@nuneu.net
- 123 Northern Illinois University**  
Counseling & Student Dev. Ctr.  
DeKalb IL 60115-2854  
Kathy Hotelling  
Phone: 815-753-1206  
Fax: 815-753-9183  
khotelling@niu.edu
- 124 Northern Michigan University**  
Counseling Center  
201 Cohodas Admin Bldg.  
Marquette MI 49855-5301  
Mary Pelton-Cooper  
Phone: 906-227-2980  
Fax: 906-227-1751  
mpeltonc@nmu.edu
- 125 Northwestern University**  
CAPS  
633 Emerson St.  
Evanston IL 60208-4000  
Kathy Hollingsworth Reese  
Phone: 847-491-2151  
Fax: 847-467-1193  
k-reese@northwestern.com
- 126 NW Missouri State University**  
Counseling Center  
120 Wells Hall  
Marysville MO 64468  
Elizabeth Wood  
Phone: 660-562-1220  
Fax: 660-562-1585  
ewood@mail.nwmissouri.edu
- 127 Oberlin College**  
Counseling Center  
50 North Professor Street  
Oberlin OH 44074-1091  
Charles Ross  
Phone: 216-775-8089
- 128 Occidental College**  
Counseling Center  
1600 Campus Road  
Los Angeles CA 90041-3392  
Ilene Blaisch  
Phone: 323-259-2657  
Fax: 323-341-4970  
blaisch@oxy.edu
- 129 Ogelthorpe University**  
Counseling & Career Dev.  
4484 Peachtree Road NE  
Atlanta GA 30319  
Betsy Ryland  
Phone: 404-364-8413

- 130 Ohio Wesleyan University**  
Counseling Services  
HWCC 324  
Delaware OH 43015  
Colleen M. Cook  
Phone: 740-368-3145  
Fax: 740-368-3158  
cmcook@cc.owu.edu
- 131 Oklahoma State University**  
University Counseling Service  
315 Student Union  
Stillwater OK 74078-7051  
Suzanne M. Burks  
Phone: 405-744-5458  
Fax: 405-744-8380  
sburks@okstate.edu
- 132 Oregon State University**  
Counseling & Psych. Services  
Administration Bldg 322  
Corvallis OR 97331-2116  
Rebecca A. Sanderson  
Phone: 541-737-2131  
Fax: 541-737-5417  
rebecca.sanderson@orst.edu
- 133 Pace University**  
Counseling Center  
41 Park Row 14th Floor  
New York NY 10038-1598  
Richard H. Raskin  
Phone: 212-346-1523  
Fax: 212-346-1530  
RRASKIN@PACE.EDU
- 134 Pacific University**  
Student Counseling Center  
2043 College Way  
Forest Grove OR 97116-1797  
Sheila R. Bob  
Phone: 503-359-2833  
bobsr@pacificu.edu
- 135 Penn State University**  
Center for Counseling  
& Psych. Services  
217 Ritenour Building  
University Park PA 16802  
Dennis Heitzmann  
Phone: 814-865-0966  
Fax: 814-863-9610  
deh8@psu.edu
- 136 Penn State Univ.-Harrisburg**  
Counseling Service  
777 W Harrisburg Pike  
Middletown PA 17057-4898  
Steve Backels  
Phone: 717-948-6025  
Fax: 717-948-6261  
JSB5@psu.edu
- 137 Princeton University**  
Counseling Center  
McCosh Health Center  
Princeton NJ 08544-1004  
Marvin H. Geller  
Phone: 609-258-3285  
Fax: 609-258-6381  
mhgeller@princeton.edu
- 138 Purdue University**  
Counseling & Psych. Services  
1826 PSYC 1120  
West Lafayette IN 47907-1826  
Clinton E. Gabbard  
Phone: 765-494-6995  
Fax: 765-496-3004  
cegabbard@push.purdue.edu
- 139 Queens College**  
Counseling & Advisement  
Building Rm. 111  
Flushing NY 11367-1597  
Elizabeth McCaffrey  
Phone: 718-997-5421  
Fax: 718-997-5508  
emc\$dstu@qc1.qc.edu
- 140 Radford University**  
Center for Counseling & Student  
Development  
P.O. Box 6902  
Radford VA 24142  
Heidi Levine  
Phone: 540-831-5226  
Fax: 540-831-6525
- 141 Randolph-Macon Women's College**  
Counseling Center  
2500 Riversont Avenue  
Lynchburg VA 24503  
Anne S. Hershbell  
Phone: 804-947-8158  
Fax: 804-947-8106  
ahershbell@rmwc.edu
- 142 Rice University**  
Counseling Center  
MS-19 6100 Main St  
Houston TX 77005  
Lindley E. Doran  
Phone: 713-527-4867  
Fax: 713-285-5953  
doran@rice.edu
- 143 Rider University**  
Counseling Services  
101 Walnut Lane  
Lawrenceville NJ 08648-3099  
Carole Christian  
Phone: 609-921-7100 x275  
Fax: 609-921-7100  
christic@rider.edu
- 144 Rochester Institute of Tech.**  
Counseling Center  
114 Lomb Memorial Drive  
Rochester NY 14623  
Laura Cann  
Phone: 716-475-2261  
Fax: 716-475-6548  
lgcycc@rit.edu
- 145 Rockhurst College**  
Counseling Center  
1100 Rockhurst Road  
Kansas City MO 64110-2561  
Tamara Coder Mikinski  
Phone: 816-501-4275  
Fax: 816-501-4822  
Tamara.Mikinski@rockhurst.edu
- 146 Roger Williams University**  
Counseling Center  
1 Old Ferry Road  
Bristol RI 02809  
James A. Azar  
Phone: 401-254-3124  
Fax: 401-254-3197  
jaa@alpha.rwu.edu
- 147 Roosevelt University**  
The Counseling Center  
430 S. Michigan Ave. Rm. 854  
Chicago IL 60605  
Patricia Dore  
Phone: 312-341-3548  
Fax: 312-341-3550  
pdore@roosevelt.edu
- 148 Rosemont College**  
Counseling Center  
Rosemont PA 19010-1699  
Virginia LaRossa  
Phone: 610-527-0200 ex.2416  
Fax: 610-527-0341  
viarossa@rosemont.edu
- 149 Russell Sage College**  
Counseling Services  
Wellness Center 90 1st St.  
Troy NY 12180  
M. Jean Hynes  
Phone: 518-270-2261  
Fax: 518-271-4545
- 150 Rutgers College**  
Counseling Center  
17 Senior Street  
New Brunswick NJ 08901-1121  
David Chandler  
732-932-7884  
732-932-8278  
dchandle@rci.rutgers.edu
- 151 Saint Mary's College**  
Counseling Center  
165 LeMans Hall  
Notre Dame IN 46556-5001  
Mary E. DePauw  
Phone: 219-284-4565  
Fax: 219-284-4524  
mdepauw@saintmarys.edu

- 152 Salem College**  
Counseling Services  
Box 10548  
Winston-Salem NC 27108  
Suzanne Williams  
336-917-5588  
336-917-5582  
swilliam@salem.edu
- 153 Sam Houston State University**  
Counseling Services  
P.O. Box 2059  
Huntsville TX 77341  
Bernice Strauss  
Phone: 936-294-1720  
Fax: 936-294-1720
- 154 School of the Art Institute of Chicago**  
Counseling Services  
112 S. Michigan  
Chicago IL 60603  
Joseph Behen  
Phone: 312-345-3505  
Fax: 312-541-8063  
jbehenn@artic.edu
- 155 Seton Hall University**  
Counseling Services  
Mooney Hall 400 S. Orange Ave  
South Orange NJ 07079  
Gail Pakalns  
Phone: 973-761-9500  
Fax: 973-275-2415
- 156 Simmons College**  
Counseling Center  
300 Fenway  
Boston MA 02115  
Jonathan Ehrenworth  
Phone: 617-521-2453  
Fax: 617-521-3199  
Ehrenwor@simmons.edu
- 157 Simon Fraser University**  
Health, Counseling & Career  
Centre  
MBC 0300  
Burnaby B.C. CANADA V5A1S6  
Connie Coniglio  
Phone: 604-291-3694  
Fax: 604-291-5888  
lmp@sfu.ca
- 158 SMSU**  
Counseling Center  
901 S. National Box 128  
Springfield MO 65804  
Lois Tooley  
Phone: 417-836-5116  
Fax: 417-836-6797  
lkt989t@mail.smsu.edu
- 159 Southeast Missouri State**  
University Center for Health and  
Counseling  
MS 8100  
Cape Girardeau MO 63701-4799  
Judy St. John  
Phone: 573-651-2270  
Fax: 573-986-6030  
jastjohn@semovm.semo.edu
- 160 Southern Illinois Univ.-Carb**  
Counseling Center  
A302 Woody Hall  
Carbondale IL 62901-4715  
Janet Coffman  
Phone: 618-453-5371  
Fax: 618-453-6151  
jcoffman@siu.edu
- 161 Southern Methodist Univ.**  
Counseling and Testing Center  
PO Box 750195  
621 Bishop Blvd.  
Dallas TX 75275-0195  
Karen Settle  
Phone: 214-768-3211  
Fax: 214-768-2151  
ksettle@mail.smu.edu
- 162 St. Cloud State University**  
Counseling Center  
103 Stewart Hall  
St. Cloud MN 56301  
Robert D. Bayne  
Phone: 612-255-3171  
Fax: 612-202-0959  
bayne@stcloudstate.edu
- 163 St. Joseph's University**  
Counseling Center  
5600 City Avenue  
Philadelphia PA 19131  
Greg Nicholls  
Phone: 610-660-1090  
Fax: 610-660-1069  
gnicholl@sju.edu
- 164 St. Mary's College of Maryland**  
Counseling Services  
18952 East Fisher Rd.  
St. Mary's City MD 20686-3001  
Eric Kafka  
Phone: 301-862-0289  
Fax: 301-862-0937  
epkafka@osprey.smcm.edu
- 165 St. Mary's College-Moraga**  
Counseling Center  
P.O. Box 5217  
Moraga CA 94575-5217  
Sheri Richards  
Phone: 510-631-4364
- 166 St. Peters College**  
Counseling Center  
2641 Kennedy Blvd.  
Jersey City NJ 07306  
Ronald Becker  
Phone: 201-915-9312  
Fax: 201-915-9316  
becker\_r@spcvxa.spc.edu
- 167 Stonehill College**  
Counseling Center  
320 Washington Street  
Easton MA 02357-5320  
Neal I. Price  
Phone: 508-565-1331  
Fax: 508-565-1428  
nprice@stonehill.edu
- 168 Suffolk University**  
Counseling Center  
148 Cambridge Street  
Boston MA 02114-2770  
Ken Garni  
Phone: 617-573-8226  
Fax: 617-227-3685  
kgarni@admin.suffolk.edu
- 169 SUNY-Cobleskill**  
Counseling Center  
Cobleskill NY 12043  
Wayne Morris  
Phone: 518-255-5211  
Fax: 518-255-5819  
morrissw@cobleskill.edu
- 170 SUNY-Cortland**  
Counseling Center  
B44 VanHosen Hall  
Cortland NY 13045-0900  
Richard Peagler  
Phone: 607-753-4728  
Fax: 607-753-2937  
peaglerr@cortland.edu
- 171 SUNY-New Paltz**  
Psychological Counseling Center  
VLC-110  
75 S. Manneheim Blvd. Ste. 9  
New Paltz NY 12561  
Pam Atkins  
Phone: 914-257-2920  
Fax: 914-257-3162  
atkinsp@matrix.newpaltz.edu
- 172 SUNY-Plattsburg**  
Counseling & Psych. Services  
Health Sciences Bldg Room 101  
Plattsburg NY 12901-2681  
Paul E. Morocco  
Phone: 518-564-3086  
Fax: 518-564-2376



- 173 SUNY-Potsdam**  
Counseling Center  
392 Dunn  
Potsdam NY 13676-2294  
Susan Thomas  
Phone: 315-267-2330  
Fax: 315-267-3258  
thomas@potdams.edu
- 174 SUNY-Purchase**  
Counseling Center  
735 Anderson Hill Road  
Purchase NY 10577  
Robin Kaufman  
Phone: 914-251-6390  
Fax: 914-251-6399  
kaufmanr@purchase.edu
- 175 SUNY-Stony Brook**  
Counseling Center  
Student Health Center  
Stony Brook NY 11794-3100  
L. Anne Byrnes  
Phone: 631-632-6720  
Fax: 631-632-9754  
abyrnes@notes.cc.sunysb.edu
- 176 SUNY-Utica College of Technology**  
Counseling Center  
P.O. Box 3050  
Utica NY 13504-3050  
Mary Brown-DePass  
Phone: 315-792-7112  
smb2@sunyit.edu
- 177 SW Texas State University**  
Counseling Center  
601 University Drive  
San Marcos TX 78666-4616  
Gregory Snodgrass  
Phone: 512-245-2208  
Fax: 512-245-2234  
gs03@swt.edu
- 178 Syracuse University**  
Counseling Center  
111 Waverly Avenue Room 006  
Syracuse NY 13244-2320  
Rebecca Dayton  
Phone: 315-443-4715  
Fax: 315-443-4276  
rsdayton@syr.edu
- 179 Tarleton State University**  
Student Counseling Center  
Box T-0240  
Stephenville TX 76402  
Larry Long  
Phone: 254-968-9044  
Fax: 254-968-9710  
long@tarleton.edu  
<http://www.tarleton.edu/~counseling/>
- 180 Temple University**  
Tuttleman Counseling Services  
1330 W. Berks St.  
Sullivan Hall 007-085  
Philadelphia PA 19122  
John DiMino  
Phone: 215-204-7276  
Fax: 215-204-5419  
jdimino@nimbus.temple.edu
- 181 Tennessee State University**  
Counseling Center  
3500 John A. Merritt Blvd.  
Nashville TN 37209-1561  
Fannie Hyde Perry  
Phone: 615-963-5611  
Fax: 615-963-5653
- 182 Tennessee Tech. University**  
Counseling Center  
Box 5094  
Cookeville TN 38505  
Vacant  
Phone: 931-372-3331  
Fax: 931-372-6571  
cbryant@tntech.edu
- 183 Texas Tech University**  
Counseling Center  
P.O. Box 45008  
Lubbock TX 79409-5008  
Rolf Gordhamer  
Phone: 806-742-3674  
Fax: 806-742-0260  
a1rlg@ttuvm1.ttu.edu
- 184 Texas Women's University**  
Counseling Center  
P.O. Box 425350  
Denton TX 76204-5350  
Don Rosen  
Phone: 940-898-3801  
Fax: 940-898-3810  
s\_rosen@twu.edu
- 185 The Citadel**  
Counseling Center  
171 Moultrie St.  
Charleston SC 29409  
Suzanne Bufano  
Phone: 843-953-6799  
Fax: 843-953-6344  
bufanos@citadel.edu
- 186 Truman State University**  
University Counseling Services  
100 East Normal  
Kirksville MO 63501-4221  
Lou Ann Gilchrist  
Phone: 600-785-4014  
Fax: 600-785-7444  
ad57@truman.edu
- 187 Tulane University**  
Educational Resources and Counseling  
New Orleans LA 70118-5698  
Peter O. LeViness  
Phone: 504-865-5113  
Fax: 504-862-8148  
leviness@mailhost.tcs.tulane.edu
- 188 UCLA**  
Student Psychological Services  
Box 951556  
Los Angeles CA 90095-1556  
Harold Pruett  
Phone: 310-825-0768  
Fax: 310-206-7365  
hpruett@sps.saonet.ucla.edu
- 189 Union University**  
Counseling Services  
1050 Union University  
Jackson TN 38305-9901  
Margaret Lillard  
Phone: 901-661-5322  
Fax: 901-661-5106  
mlillard@uu.edu
- 190 University of Alabama**  
The Counseling Center  
Box 870360  
Tuscaloosa AL 35487-0360  
Lee N. Keyes  
Phone: 205-348-3863  
Fax: 205-348-8611  
lkeyes@sa.ua.edu
- 191 University of Alaska-Fairbanks**  
Counseling Center  
P.O. Box 755580  
Fairbanks AK 99775-5580  
John T. Fellerath
- 192 University of Alberta**  
Student Counseling Services  
2-600 Student Union Building  
Edmonton AB CANADA T6G2J7  
Howard Saslove  
Phone: 780-492-5205  
Fax: 780-492-0013  
Howard.Saslove@ualberta.ca
- 193 University of Arizona**  
Counseling & Psych. Services  
Campus Health Center  
PO Box 210063  
Tucson AZ 85721-0063  
Kenneth Marsh  
Phone: 520-621-3334  
Fax: 520-621-8412  
marsh@health.arizona.edu

- 194 Univ. of California-Riverside**  
Counseling Center  
Veitch Student Center NW  
Riverside CA 92521-0302  
Catherine M. Steel  
Phone: 909-787-5531  
Fax: 909-787-2447  
csteel@ucr.acu.ucr.edu
- 195 Univ. of Central Arkansas**  
Counseling Center  
P.O. Box 4921  
201 Donaghey Ave.  
Conway AR 72035-0001 M.  
Ernest Ness  
Phone: 501-450-3138  
Fax: 501-450-3248  
eness@mail.uca.edu
- 196 University of Central Florida**  
Counseling Center  
Box 163170  
Orlando FL 32816-3170  
Robert L. Harman  
Phone: 407-823-2811  
Fax: 407-823-5415  
rharman@mail.ucf.edu
- 197 University of Dayton**  
Counseling Center  
Gosiger Hall  
Dayton OH 45469-0910  
Steven D. Mueller  
Phone: 937-229-3141  
Fax: 937-229-3446  
mueller@worf.udayton.edu
- 198 University of Delaware**  
Counseling & Student  
Development  
261 Student Center  
Newark DE 19716  
John B. Bishop  
Phone: 302-831-8107  
Fax: 302-831-2148  
JKBishop@udel.edu
- 199 University of Florida**  
Counseling Center  
301 Peabody Hall  
P.O. Box 114100  
Gainesville FL 32611  
Jaquelyn Liss Resnick  
Phone: 352-392-1575  
Fax: 352-392-8452  
resnick@counsel.ufl.edu
- 200 University of Georgia**  
Counseling & Testing Center  
Clark Howell Hall  
Athens GA 30602-3333  
Steve D. Brown  
Phone: 706-542-3183  
Fax: 706-542-3915  
sdbrown@arches.uga.edu
- 201 University of Hartford**  
Counseling & Personal  
Development  
200 Bloomfield Avenue  
West Hartford CT 06117  
Sue W. Lucas  
Phone: 203-768-4482  
Fax: 860-768-5141  
lucas@mail.hartford.edu
- 202 Univ. of Houston-Clear Lake**  
Career & Counseling Services  
2700 Bay Area Blvd.  
Houston TX 77058  
Alfred J. Kahn  
Phone: 281-283-2600  
Fax: 281-283-2602
- 203 University of Idaho**  
Counseling Center  
P.O. Box 441099  
Moscow ID 83844-1099  
Jim Morris  
Phone: 208-885-6716  
Fax: 208-885-4354  
jamesmo@uidaho.edu
- 204 Univ. of Illinois-Champaign**  
Counseling Center  
110 SSB 610 E. John St.  
Champaign IL 61820  
Tom Seals  
Phone: 217-333-3701  
Fax: 217-244-9645  
t-seals@uiuc.edu
- 205 University of Illinois-Chicago**  
Counseling Center  
1200 W. Harrison St.-Suite 2020  
Chicago IL 60607  
Robert Lees  
Phone: 312-996-3490  
Fax: 312-996-7645  
rbl@uic.edu
- 206 University of Iowa**  
University Counseling Service  
330 Westlawn S.  
Iowa City IA 52242-1100  
Gerald Stone  
Phone: 319-335-7294  
Fax: 319-353-7298  
gerald-stone@uiowa.edu
- 207 University of Kentucky**  
Counseling & Testing Center  
301 Frazee Hall  
Lexington KY 40506-0031  
Mary Bolin-Reece  
Phone: 859-257-8701  
Fax: 859-257-3319  
mcreeci@pop.uky.edu
- 208 Univ. of Louisiana - Lafayette**  
Counseling Center  
P.O. 44010  
Lafayette LA 70504-4010  
J. Douglas Blair
- 209 University of Louisville**  
Counseling Center  
2207 S. Brook  
Louisville KY 40292  
Michael Meuler  
Phone: 502-852-6585  
Fax: 502-852-0660  
mjmeul01@gwise.louisville.edu
- 210 University of Maryland**  
Counseling Center  
1101 Shoemaker Hall  
College Park MD 20742-8111  
Vivian S. Boyd  
Phone: 301-314-7675  
Fax: 301-314-9206  
vboyd@umdacc.umd.edu
- 211 Univ. of Massachusetts-Dartmouth**  
Counseling Center  
285 Old Westport Road  
N. Dartmouth MA 02747-2300  
Christine Frizzell  
Phone: 508-999-8650  
Fax: 508-999-9192  
Cfrizzell@UMassD.Edu
- 212 University of Miami**  
Counseling Center  
21-R Merrick Dr.  
P.O. Box 248186  
Coral Gables FL 33124-5520  
Malcolm Kahn  
Phone: 305-284-5511  
Fax: 305-284-5340  
mkahn@miami.edu
- 213 Univ. of Michigan-Ann Arbor**  
Counseling & Psych. Services  
Rm 3100 Michigan Union  
Box 546  
Ann Arbor MI 48109-1349  
Mildred C. Tirado  
Phone: 734-764-8312  
Fax: 734-747-4133  
mltir@umich.edu
- 214 Univ. of Michigan-Dearborn**  
Counseling & Support Services  
1060 University Mall  
Dearborn MI 48128-1491  
David A. Schroat  
Phone: 313-593-5430  
Fax: 313-593-3263  
dschroat@um-f1.umd.umich.edu
- 215 Univ. of Minnesota-Duluth**  
Counseling Center  
Health Services-  
815 E. University Circle  
Duluth MN 55812-2414  
Katherine L. Morris  
Phone: 218-726-8236  
Fax: 218-726-6132  
kmorris@ub.d.umn.edu

- 216 Univ. of Minnesota-Morris**  
Student Counseling Center  
235 Behmler Hall  
Morris MN 56267  
Shannon Hodges  
Phone: 320-589-6060  
Fax: 320-589-3811  
hodges@caa.mrs.umn.edu
- 217 University of Missouri-KC**  
Counseling Center  
4825 Troost Suite 205  
Kansas City MO 64110  
Dennis R. Schemmel  
Phone: 816-235-1219  
Fax: 816-235-5534  
schemmeld@umkc.edu
- 218 University of Missouri-SL**  
Counseling Service  
8001 Natural Bridge Road  
St. Louis MO 63121-4499  
Shanon Beigen  
Phone: 314-553-5711
- 219 University of Montana**  
Counseling & Psych. Service  
634 Eddy Avenue  
Missoula MT 59812-1851  
Kenneth A. Welt  
Phone: 406-243-4711  
Fax: 406-243-6955  
kwelt@mso.umt.edu
- 220 University of NC-Charlotte**  
Counseling Center  
9201 University City Blvd.  
Atkins 158  
Charlotte NC 28223-0001  
Ronald B. Simono  
Phone: 704-547-2107  
Fax: 704-510-6343  
rbsimono@email.uncc.edu
- 221 University of NC-Greensboro**  
Counseling & Testing Center  
12 Gove Building, Gray Drive  
UNCG PO Box 26170  
Greensboro NC 27402-6170  
John A. Edwards  
Phone: 336-334-5874  
Fax: 336-334-3900  
jaedwar2@uncg.edu
- 222 Univ. of Nebraska-Lincoln**  
Counseling & Psych. Services  
University Health Center  
Lincoln NE 68588-0618  
Robert N. Portnoy  
Phone: 402-472-7450  
Fax: 402-472-8010  
rportnoy@unl.edu
- 223 Univ. of Nevada-Las Vegas**  
Student Psychological Services  
4505 S. Maryland Pkwy  
Box 2005  
Las Vegas NV 89154-2005  
Jamie Davidson  
Phone: 702-895-3627  
Fax: 702-895-0149
- 224 Univ. of Nevada-Reno**  
Counseling Center  
TSS 206 Mailstop 080  
Reno NV 89557  
Lois J. Parker  
Phone: 702-784-4648  
Fax: 702-784-4608  
lparker@scs.unr.edu
- 225 University of New Hampshire**  
The Counseling Center  
Schofield House  
Durham NH 03824-3556  
David Cross  
Phone: 603-862-2090  
Fax: 603-868-0650  
dcross@christa.unh.edu
- 226 University of New Haven**  
Counseling Center  
300 Orange Avenue  
West Haven CT 06510  
Deborah Everhart  
Phone: 203-932-7332  
Fax: 203-931-6082  
everhart@charger.newhaven.edu
- 227 University of New Mexico**  
Counseling & Therapy Services  
c/o Student Health Center  
Bldg 73  
Albuquerque NM 87131-2076  
Carol A. Wagner-Adams  
Phone: 505-277-4537  
Fax: 505-277-5668  
cadams@unm.edu
- 228 University of New Orleans**  
Counseling Services  
ADC #4  
New Orleans LA 70148-1630  
Barbara S. Mitchell  
Phone: 504-280-6683  
Fax: 504-280-7408  
bmitchel@uno.edu
- 229 University of North Dakota**  
Counseling Center  
Box 9042 200 McCannell Hall  
Grand Forks S ND 58202  
Richard Grosz  
Phone: 701-777-2127  
Fax: 701-777-4189  
rgrosz@badlands.nodak.edu
- 230 University of North Florida**  
Counseling Center  
Bldg. 2, Room 2068  
Jacksonville FL 32224-2645  
Theresa M. DiNuzzo  
Phone: 904-620-2602  
Fax: 904-620-1085  
tdinuzzo@unf.edu
- 231 University of Northern Iowa**  
Counseling Service  
213 Student Services Center  
Cedar Falls IA 50614-0385  
David Towle  
Phone: 319-273-2676  
Fax: 319-273-6884  
david.towle@uni.edu
- 232 University of Pittsburgh**  
University Counseling Center  
334 William Pitt Union  
Pittsburgh PA 15260  
Penny Crary  
Phone: 412-648-7930  
Fax: 412-648-7933  
crary+@pitt.edu
- 233 University of Puget Sound**  
Counseling, Health & Wellness  
Services  
1500 N. Warner 216 SUB  
Tacoma WA 98416  
Houston Dougharty  
Phone: 206-756-1555  
Fax: 206-756-3766
- 234 University of Richmond**  
Counseling & Psych Services  
Richmond Hall Room 201  
Richmond VA 23173  
Warren P. Hopkins  
Phone: 804-289-8119  
Fax: 804-287-1227  
whopkins@richmond.edu
- 235 University of Rochester**  
Counseling & Mental Health  
Services  
Dewey Hall, Rm 4-160  
P.O. Box 270356  
Rochester NY 14627-0356  
Allan J. Schwartz  
Phone: 716-275-3113  
Fax: 716-442-0815  
ajsz@mail.rochester.edu
- 236 University of S. Alabama**  
Counseling & Testing Service  
307 University Blvd.  
Mobile AL 36688  
Al Clark  
Phone: 334-460-7051  
Fax: 334-460-7492

- 237 University of San Francisco**  
Counseling Center  
Gillon Hall-Grd Fl  
2130 Fulton St  
San Francisco CA 94117-1080  
Barbara Thomas  
Phone: 415-422-6352  
Fax: 415-422-2260  
thomasb@usfca.edu
- 238 University of Scranton**  
Counseling Center  
Gallery Building Fl. 2F  
Scranton PA 18510-4579  
Virginia Schwalm  
Phone: 717-941-7620  
Fax: 717-941-4256  
schwalmv1@scranton.edu
- 239 University of South Carolina**  
Counseling & Human Dev. Ctr  
900 Assembly St.  
Columbia SC 29208  
Roger B. Bowersock  
Phone: 803-777-5223  
Fax: 803-777-5433  
rbowersock@studaff.sa.scarolin  
a.edu
- 240 Univ. of South Florida-Tampa**  
Counseling Ctr for Human Dev.  
SVC 2124  
Tampa FL 33620-6970  
William D. Anton  
Phone: 813-974-3598  
Fax: 813-974-5089  
wanton@cchd.cfr.usf.edu
- 241 Univ. of Southern California**  
Counseling Center  
857 W. 36 Place Suite 100  
Los Angeles CA 90089-0051  
Bradford D. King  
Phone: 213-740-7711  
Fax: 213-740-6815
- 242 University of Southern Maine**  
Counseling Center  
P.O. Box 9300  
Portland ME 04103-9300  
Ira H. Hymoff  
Phone: 207-780-4050  
Fax: 207-780-5749  
hymoff@usm.maine.edu
- 243 University of St. Thomas-MN**  
Counseling and Career Services  
Mail #4019 2115 Summit Ave  
St. Paul MN 55105-1096  
Jeri Rockett  
Phone: 612-962-6780
- 244 Univ. of Tennessee-  
Chattanooga**  
Counseling & Career Planning  
Center  
615 McCallie Avenue - RM 226  
Chattanooga TN 37403-2598  
Ray P. Fox  
Phone: 423-755-4438  
Fax: 423-755-5357  
frontdsk@utccpc.edu
- 245 Univ. of Tennessee-Knoxvll**  
Student Counseling Center  
900 Volunteer Blvd.  
Knoxville TN 37996  
P. Gary Klukken  
Phone: 423-974-2196  
Fax: 423-974-7039  
pklukken@utk.edu
- 246 Univ. of Tennessee - Martin**  
Counseling & Career Services  
UTM213 Boling University Ctr  
Martin TN 38238  
Andrew King  
Phone: 901-587-7741  
Fax: 901-587-7743  
aking@utm.edu
- 247 Univ. of Texas-Austin**  
Counseling Center  
100 E. 26th Street  
Austin TX 78712  
David J. Drum  
Phone: 512-475-6990  
Fax: 512-471-8875  
ddrum@mail.utexas.edu
- 248 Univ. of Texas-Dallas**  
Student Counseling Center  
PO Box 830688 SU 20  
Richardson TX 75083-0688  
James Cannici  
Phone: 972-883-2575  
Fax: 972-883-6413  
cannici@utdallas.edu
- 249 Univ. of Texas-San Antonio**  
Counseling Center  
6900 N Loop 1604 W  
San Antonio TX 78249  
Kathleen Glash  
Phone: 210-458-4140  
Fax: 210-458-4141  
roakland@utsa.edu
- 250 University of Utah**  
Counseling Center  
201 So. 1460 E. Rm. 426  
Salt Lake City UT 84112-9061  
Richard G. Weigel  
Phone: 801-581-6826  
Fax: 801-585-3034  
Attn: Counseling Center
- 251 University of Victoria**  
Student Development &  
Resource Center  
P.O. Box 3015 STN CSC  
Victoria BC CANADA V8W 3P1  
Joseph A. Parsons  
Phone: 250-721-8341  
Fax: 250-472-4443  
jparsons@uvic.ca
- 252 University of Washington**  
Student Counseling Center  
Box 355830  
Seattle WA 98195  
Maggie Olona  
Phone: 206-543-1240  
Fax: 206-616-6910  
olonamm@u.washington.edu
- 253 University of Waterloo**  
Counseling Services  
NH 2080  
Waterloo ON  
CANADA N2L 3G1  
John L. Williams  
Phone: 519-885-1211 ext 2653  
Fax: 519-746-2401  
jwilliam@uwaterloo.ca
- 254 University of West Florida**  
Counseling Center  
11000 University Pkwy.  
Pensacola FL 32514  
James R. Holmes  
Phone: 904-474-2420  
Fax: 904-474-3337  
jholmes@uwf.edu
- 255 Univ. of Wisconsin-Madison**  
Counseling and Consultation  
Services  
905 University Ave #401  
Madison WI 53715  
Bob McGrath  
Phone: 608-262-5218  
Fax: 608-265-4572  
rmcgrath@facstaff.wisc.edu
- 256 Univ. of Wisconsin-Milwaukee**  
Norris Health Center  
P.O. Box 413  
Milwaukee WI 53201  
Donald H. Craig  
Phone: 414-229-5684  
Fax: 414-229-6608  
dhcraig@uwm.edu
- 257 Univ. of Wisconsin-Oshkosh**  
Counseling Center  
201 Dempsey Hall  
Oshkosh WI 54901-8601  
Joseph J. Abhold  
Phone: 920-424-2061  
Fax: 920-424-1066  
abhold@uwosh.edu

- 258 Univ. of Wisconsin-Platteville**  
University Counseling Services  
1 University Plaza  
Platteville WI 53818-3099  
Roger J. Meyer  
Phone: 608-342-1865  
Fax: 608-342-1847  
meyer@uwplatt.edu
- 259 USAF Academy**  
Cadet Counseling & Leadership  
Development Center  
2348 Sijan Drive, Ste.  
2A13 HQ USAFA/DFBLC  
USAF Academy CO 80840-5701  
Jeff Jackson  
Phone: 719-333-2107  
Fax: 719-333-3095  
jeff.jackson@usafa.af.mil
- 260 Valdosta State University**  
Counseling Center  
Powell Hall  
Valdosta GA 31698  
Victor C. Morgan  
Phone: 912-333-5940  
Fax: 912-333-7169  
vmorgan@valdosta.edu
- 261 Valparaiso University**  
Counseling Center  
1500 Laporte Avenue  
Valparaiso IN 46383-6493  
Stewart E. Cooper  
Phone: 219-464-5002  
Fax: 219-464-6865  
stewart.cooper@valpo.edu
- 262 Vanderbilt University**  
Psych. & Counseling Center  
110 21st Avenue South  
1120 Baker Bldg.  
Nashville TN 37203  
Nicholas Sieveking  
Phone: 615-322-2571  
Fax: 615-322-1326  
nicholas.sieveking@vanderbilt.edu
- 263 Vassar College**  
Counseling Service  
Box 27 124 Raymond Ave.  
Poughkeepsie NY 12604  
Sylvia Balderrama  
Phone: 914-437-5700  
Fax: 914-437-5715  
sybalderrama@vassar.edu
- 264 Villanova University**  
Counseling Center  
106 Corr Hall  
Villanova PA 19085-1676  
Joan Whitney  
Phone: 610-519-4050  
Joan.Whitney@villanova.edu
- 265 Virginia Tech.**  
Thomas E. Cook Counseling  
Center  
240 McComas Hall (0108)  
Blacksburg VA 24061-0108  
Brian E. Warren  
Phone: 540-231-6557  
Fax: 540-231-7473  
bwarren@vt.edu
- 266 Washington State University**  
Counseling Services  
280 Lighty Building  
Pullman WA 99164-1065  
Barbara Hammond  
Phone: 509-335-3792  
Fax: 509-335-2924  
bhammond@mail.wsu.edu
- 267 Washington Univ.-St. Louis**  
Counseling Center  
Box 1053 One Brookings Drive  
St. Louis MO 63130-4899  
Thomas M. Brounk  
Phone: 314-935-5980  
Fax: 314-935-5781  
brounk@rescomp.wustl.edu
- 268 Wayne State College-Neb**  
Counseling Center  
Wayne NE 68787  
Lin Brummels  
Phone: 402-375-7321  
Fax: 402-375-7204  
lbrummels@wscgate.wsc.edu
- 269 Wayne State University-Mich.**  
Counseling Service  
5221 Guillen Mall MS573  
Detroit MI 48202  
Jack Crusoe  
Phone: 313-577-1141
- 270 Waynesburg College**  
Counseling Center  
51 W. College Street  
Waynesburg PA 15370  
Nancy Ferrari  
Phone: 724-852-3317  
Fax: 724-852-3233  
nferrari@waynesburg.edu
- 271 Weber State University**  
Counseling & Psych Services Ctr  
1114 University Circle  
Ogden UT 84408-1114  
Richard Southwick  
Phone: 801-626-6406  
Fax: 801-626-6541  
rsouthwick@weber.edu
- 272 West Virginia Institute Tech.**  
Counseling Center  
613 Davis Hall  
Montgomery WV 25136  
Elizabeth Ann Neese  
Phone: 304-442-3096  
Fax: 304-442-3245  
ENESE@wvuitech.edu
- 273 West Virginia University**  
Carruth Center for Counseling &  
Psychological Services  
PO Box 6422  
Morgantown WV 26506-6422  
Catherine Yuva  
Phone: 304-293-4431  
Fax: 304-293-3075  
cyuro.wvu.edu
- 274 Western Carolina University**  
Counseling & Psychological  
Services Center  
Scott Bldg.  
Cullowhee NC 28723  
John Ritchie  
Phone: 828-227-7469  
Fax: 828-227-7004  
ritchie@wcu.edu
- 275 Western Illinois University**  
Counseling Center  
1 University Circle  
Macomb IL 61455  
Jim DiTulio  
Phone: 309-298-2453  
Fax: 309-298-3253  
DiTulio@wiu.edu
- 276 Western Kentucky University**  
Counseling Services  
409 Potter Hall  
Bowling Green KY 42101  
Richard Greer  
Phone: 270-745-3159  
Fax: 270-745-6582  
richard.greer@wku.edu
- 277 Western Michigan University**  
Univ. Counseling & Testing  
Ctr2510 Faunce S. Service Bldg  
Kalamazoo MI 49008-5073  
Norman M. Kiracofe  
Phone: 616-387-1850  
Fax: 616-387-1884  
norm.kiracofe@wmich.edu
- 278 Western New Mexico Univ.**  
University Counseling Services  
P.O. Box 680  
Silver City NM 88062  
Rita M. Horn  
Phone: 505-538-6561  
Fax: 505-538-6316  
horn@iron.wnmu.edu
- 279 Wheaton College**  
Counseling Center  
Wheaton IL 60187  
Donald Ferrell
- 280 Whitman College**  
Counseling Center  
345 Boyer  
Walla Walla WA 99362  
Richard N. Jacks  
Phone: 509-527-5195  
Fax: 509-527-5859  
jacks@whitman.edu

**281 Whittier College**  
Counseling Center  
P.O. Box 634  
Whittier CA 90608  
Jane C. Parnes  
Phone: 562-907-4239  
jparnes@mail.whittier.edu

**282 Widener University**  
Counseling Center  
One University Place  
Chester PA 19013-5792  
David J. Marion  
Phone: 610-499-1261  
Fax: 610-499-1279  
david.j.marion@widener.edu

**283 Willamette University**  
Counseling & Disability Services  
900 State Street  
Salem OR 97301-3931  
Deborah L. Loers  
Phone: 503-370-6471  
Fax: 503-375-5395  
dloers@willamette.edu

**284 Wittenberg University**  
Health & Wellness Center  
P.O. Box 720  
Springfield OH 45501-0720  
Linda Lauffenburger  
Phone: 513-327-7811  
Fax: 937-327-7812  
llauffenburger@wittenberg.edu

**285 Worcester Polytech Inst.**  
Student Dev. & Counseling  
Center  
157 West Street  
Worcester MA 01609-2280  
Tom Balistrieri  
Phone: 508-831-5540  
Fax: 508-831-5139  
balisttj@wpi.edu

**286 Wright State University**  
Center for Psych. Service  
3640 Colonel Glenn Highway,  
F.A.W.C.  
Dayton OH 45435  
Robert A. Rando  
Phone: 937-775-3407  
Fax: 937-775-3421  
robert.rando@wright.edu

#### Late Responders:

**Houghton College**  
Counseling Services  
One Willard Avenue  
PO Box 128  
Houghton NY 14744-0128  
Michael Lastoria  
Phone: 716-567-9622  
mlastoria@houghton.edu

**Minnesota State Univ.-Moorhead**  
Counseling Center  
PO Box 417  
Moorhead MN 56563  
Clifford G. Schuette  
Phone: 218-236-2227  
schuette@mnstate.edu

**Swarthmore College**  
Counseling Center  
500 College Avenue  
Swarthmore PA 19081-1397  
David Ramirez  
Phone: 610-328-8059  
Fax: 610-690-5724  
dramir1@swarthmore.edu

**University of Hawaii-Manoa**  
Counseling and Student  
Development Center  
Student Services Center 312  
2600 Campus Road  
Honolulu HI 96822-2205  
Allyson Tanouye

**University of Pacific**  
Counseling Center  
3601 Pacific  
Stockton CA 95211  
Susan Williams-Quinlan  
Phone: 209-946-225  
Fax: 209-946-3189  
squinlan@uop.edu

**University of Vermont**  
The Counseling Center  
146 S Williams Street  
Burlington VT 05401-3492  
Kay Frances Schepp  
Phone: 802-656-3340  
kschepp@zoo.uvm.edu

**Westminster College**  
Counseling Center  
Box 46  
New Wilmington PA 16172  
Babs Quincy  
Phone: 724-946-7340  
quincybi@westminster.edu

